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ABSTRACT

Part I of this report on the economic status of college and university professors discusses the experience of the year 1969-70 in terms of rate of increase in compensation which, taking real purchasing power into account, was only 2 percent; this part also presents statistical data and an analysis of salary increases by type of institution and type of control. Part II deals with the dimensions of the crisis facing the profession and the choices it poses. The third part discusses the nature of the AAUP survey and its rating scales. The ratings were revised in 1969, and some criticism of these revised ratings is included. The bulk of the report consists of statistical tables on salaries and salary increases in various types of institutions. (AF)

ED052691

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

AT THE BRINK

Preliminary Report on the Economic Status of the Profession, 1970–71

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PRESENTED AT THE FIFTY–SEVENTH ANNUAL MEETING
PHILADELPHIA, PENNSYLVANIA, APRIL 16–17, 1971

ERIC

AT THE BRINK

PRELIMINARY REPORT ON THE ECONOMIC STATUS OF THE PROFESSION, 1970-71[1]

This year's report on the economic status of the profession, in addition to introducing a much expanded set of data, will discuss three issues; first the experience of the academic year just past, second the dimensions of the crisis facing the profession and the choices it poses, and third the nature of the AAUP survey and its rating scales. Inclusion of the first two requires neither comment nor defense. A detailed review of Committee Z's policies and procedures is required not only because the bases of recent changes have been widely criticized as well as frequently misunderstood, but because they are now to be subject to yet further modifications.

Part I: Standstill and Erosion

Rate of Increase in Compensations

A year ago our report began "Taking into account the rise in price level, the change in faculty compensations was scandalously small.... *In terms of real purchasing power, compensation levels grew less than 2 percent.*" (Emphasis in original.)

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[1]*Chairman's Footnote:* The Committee Z report is the product of so many hands as to make comprehensive acknowledgement impossible, but I do hereby express my thanks. While I lack Professor Baumol's gift of gracious acknowledgement, I am no less appreciative than he of all who contribute to the annual survey and its processing, for it is they, not I, who create this report. Only one person is indispensable, and she is listed as a co-author of this report. The other members of Committee Z, who contribute so willingly of their time and their intellects to the rewarding, but unrewarded, service of the Association, are parties to everything about the report except its drafting. Professors Ramona First and Albert Imlah completed terms of service with the Committee this year, and Professors Robert Dorfman, Jean E. Draper, and Robert J. Wolfson began new ones. Professors Robert W. Friedrichs and Peggy Heim continued in service.

In this, my first report, I have the pleasure of acknowledging the tremendous debt we all owe my distinguished predecessor, Professor William J. Baumol of Princeton University. His nine years as Chairman were ones in which the Committee and the profession flourished. The rise in real academic compensations during his tenure was large, and was significantly influenced by his efforts. I hope, however, that I will not be judged by that standard of success, for reasons that will be obvious soon, if indeed they are not already. My comparative disadvantages are great enough as it is. P.O.S.

The news this year, in brief, is worse! The Consumer Price Index (CPI) rose by nearly 6 percent over the relevant academic year, while average compensations rose approximately 6.2 percent. The increase in *real* terms thus was barely noticeable; this was, on average, a year of standstill. But standstill on average means that many of the members of our profession have suffered decreases in their real income.

This continuation in the downward trend of progress is illustrated dramatically in Figure I, which shows the change in average compensations (salaries plus fringe benefits) for each year of the decade. In each case the height of the bar represents the average percentage increase in compensations in money terms. But the white portion represents the increase in the Consumer Price Index. Thus, only the black portions of the bars represent increases in purchasing power. In every year but this, a significant increase was achieved. The downward trend in the increase that began in 1967 continues, and threatens to turn into net decreases unless the course of inflation is reversed or unless compensations show an accelerated increase. Neither change seems very likely in the year ahead. Thus, overall, the prospect is severe. The inflationary erosion anticipated in each of the last two years' Committee Z reports is now very much a reality.

In order to view the data in a longer perspective, and also in yet a different way, it is necessary to shift from total compensations to average salaries. Figure II shows historical salary data back to 1949. For the first time in the history of our data, the overall average increase in salary levels was *less* than the increase in the cost of living. Erosion in salaries is a current reality.

Figure III looks at this phenomenon in a slightly different way, by showing the percentage of institutions of higher education that failed to provide average salary increases as large as the increase in the CPI. The proportion has grown alarmingly. The widening black wedge tells vividly the story of erosion of academic living standards. (Only the high cost of color printing keeps us from showing this in red.) As we shall see in a moment, the burden of this erosion has not fallen evenly on individuals and institutions, and for some the cut in real living standards has been large.

If current efforts to curb inflation prove to be ineffective, there is every reason to fear that real compensations in higher education will be eroded even more drastically. The intensifying financial crisis of institutions of higher education, the cutback in federal spending, and the collapse of the academic market for those seeking faculty positions, all mean that it will be difficult to secure the increases in remuneration necessary to offset the effects of rapid inflation. This makes it even more crucial to impress on administrators, boards, legislatures, and Congress the magnitude of the problem and the unwillingness of faculties to be the main source of subsidy to higher education through reduced rates of growth in compensation.

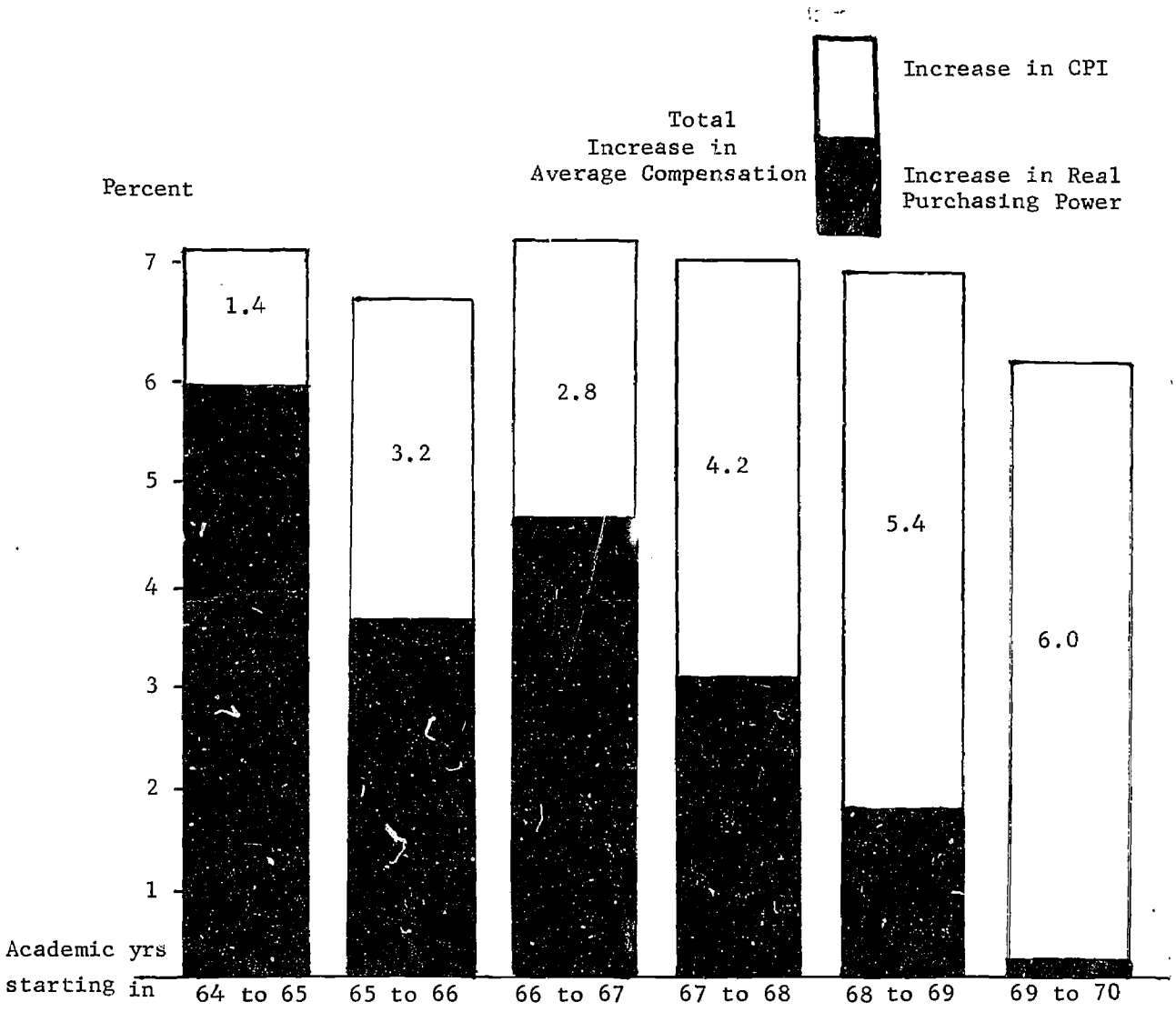


FIGURE I

GROWTH RATE OF FACULTY COMPENSATIONS
(All Ranks Combined)

Average Annual Percentage Increase in Compensations, Consumer Price Index, and Real Faculty Puchasing Power, 1964-65 to 1970-71[1]

[1]Data for the consumer price index obtained from Federal Reserve Bulletins. See Table 10 for Dollar and Percentage increase in compensations, 1964-71

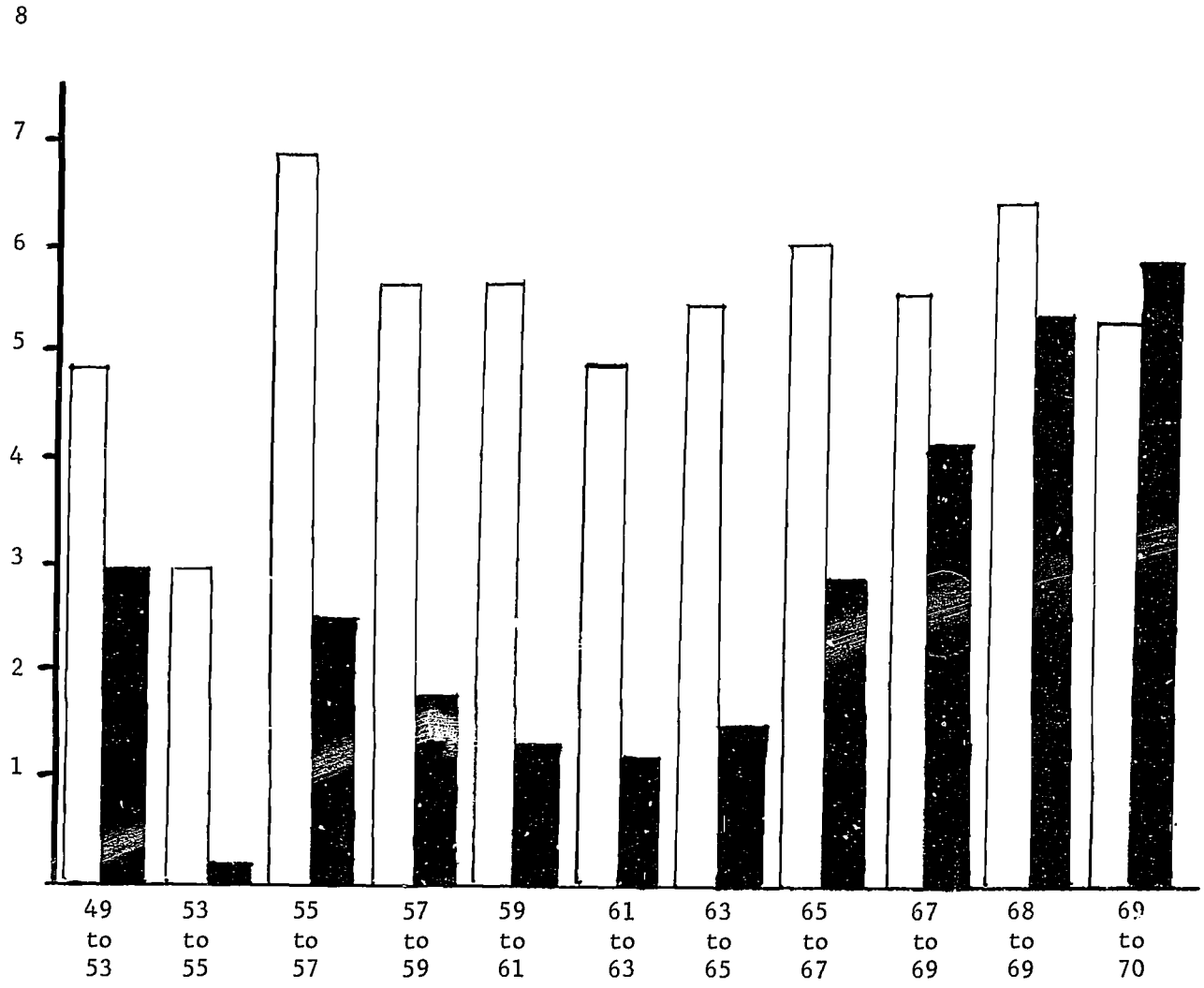
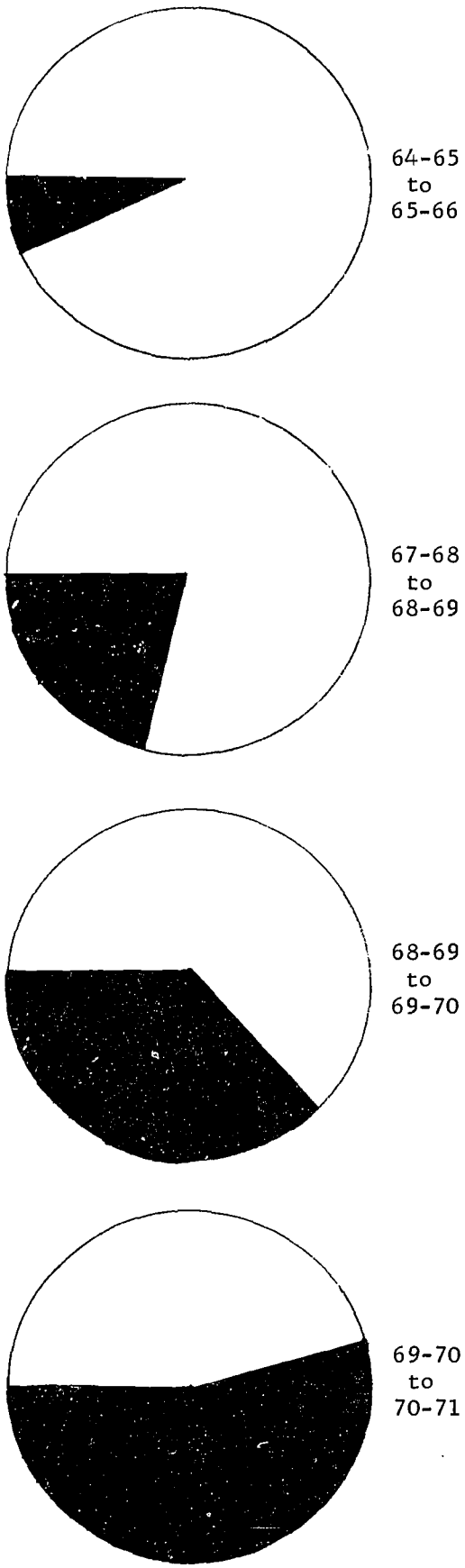


FIGURE II

PERCENTAGE GROWTH RATES OF FACULTY SALARIES (All Ranks Combined)

Average annual percentage increases in salaries and in the Consumer Price Index, 1949 to 1971[1]

[1]Data for the Consumer Price Index obtained from the Federal Reserve Bulletins. Average increases in salaries for the 36 biennial-survey institutions.



Equal to or more than the CPI increase

Less than the CPI increase

FIGURE III

PROPORTIONS OF INSTITUTIONAL INCREASES

Proportions of institutions increasing faculty salaries less than the increase in the Consumer Price Index, for institutions reporting comparable data for each two-year period.

Source: See Table 16

Table 1A

Percentage Increases in Average Salary

Percentage Increases for Institutions Reporting Comparable Data for Both 1969-70 and 1970-71, by Category, Type of Control, and Academic Rank

(9-Month Basis)

Academic Rank	All Combined	Public	Private Ind.	Church-Related
	CATEGORY I			
Professor	5.3%	5.3%	5.1%	6.3%
Associate Professor	5.5	5.3	5.7	7.2
Assistant Professor	5.3	5.0	6.2	6.7
Instructor	5.2	4.8	6.7	7.2
All Ranks	5.3	5.2	5.5	6.8
	CATEGORY IIA			
Professor	5.1	4.4	7.3	6.5
Associate Professor	5.3	4.6	8.1	6.4
Assistant Professor	4.7	3.9	7.5	6.7
Instructor	6.1	5.7	7.2	7.0
All Ranks	5.2	4.5	7.5	6.6
	CATEGORY IIB			
Professor	6.4	5.4	5.7	6.9
Associate Professor	5.8	4.9	5.6	6.2
Assistant Professor	6.1	5.1	5.5	6.8
Instructor	5.9	4.8	5.5	6.6
All Ranks	6.1	5.0	5.6	6.6
	CATEGORY III			
Professor	5.6	5.5	9.5	*
Associate Professor	6.0	5.9	9.8	*
Assistant Professor	6.7	6.7	7.3	*
Instructor	6.6	6.6	7.9	*
All Ranks	6.4	6.4	8.4	*
	CATEGORY IV			
One Rank Only	9.0	7.9	5.7	12.6

[1] Sample includes 1011 institutions reporting comparable data for both years. Statistics are based upon weighted averages using current numbers of faculty as weights.

* Sample too small to be meaningful.

Table 1B

Percentage Increases in Average Compensation

Percentage Increases for Institutions Reporting Comparable Data for Both 1969-70 and 1970-71, by Category, Type of Control, and Academic Rank

(9-Month Basis)

Academic Rank	All Combined	Public	Private Ind.	Church-Related
	CATEGORY I			
Professor	5.7%	5.6%	5.7%	7.0%
Associate Professor	6.1	5.9	6.5	7.3
Assistant Professor	6.2	5.8	7.2	7.6
Instructor	5.8	5.4	7.5	7.5
All Ranks	5.9	5.7	6.3	7.3
	CATEGORY IIA			
Professor	5.8	5.1	8.3	7.2
Associate Professor	6.0	5.2	9.2	7.3
Assistant Professor	6.3	5.6	8.8	7.8
Instructor	6.9	6.4	8.6	7.8
All Ranks	6.2	5.5	8.7	7.5
	CATEGORY IIB			
Professor	7.1	6.4	6.2	7.6
Associate Professor	7.0	7.7	6.7	6.9
Assistant Professor	6.8	6.1	6.4	7.3
Instructor	7.1	6.7	6.3	7.6
All Ranks	7.0	6.6	6.4	7.3
	CATEGORY III			
Professor	6.3	6.2	10.3	*
Associate Professor	6.7	6.5	12.3	*
Assistant Professor	7.2	7.1	9.9	*
Instructor	7.6	7.2	10.7	*
All Ranks	7.1	7.0	10.9	*
	CATEGORY IV			
One Rank Only	9.2	9.3	6.8	12.8

[1] Sample includes 1011 institutions reporting comparable data for both years. Statistics are based upon weighted averages using current numbers of faculty as weights.

* Sample too small to be meaningful.

If the preceding paragraph has a familiar ring, be not surprised. It is taken verbatim from last year's report. Recognizing a problem and solving it are unfortunately not equivalent.

Analysis by Type of Institution and Type of Control

More detailed examination of this year's data can be done by studying either salary or compensation figures, as shown in Tables 1A and 1B, respectively, by type of institution, type of control, and academic rank. We will confine our textual remarks to salaries, but (as the tables show) the trends are not markedly different. Remembering that 6 percent is the national average increase in the CPI, it can be seen that for many groups the average salary increases fell below that necessary to prevent erosion of purchasing power. Among public institutions, none but the two-year colleges held their own, and those did so only at the junior ranks. Particularly severely hit were the public institutions in Category IIA -- emerging universities. Among private independent colleges (IIB), average salary increases were below the 6 percent standard at every rank. Church-related institutions did somewhat better than the average. Even for those categories that exceeded the average, few exceeded it by very much. Last year's report regarded an increase in real terms of less than 2 percent as "scandalously small." Yet only six of the eighty salary increases reported in Table 1A exceed 8 percent; i.e., better the increase in the CPI by 2 percent.

These data show unmistakably the erosion on the average in real salary levels. Their detailed interpretation requires several caveats.

First, not all institutions started from the same base, and the degree of scandal involved is a function of both levels and rates of change in salary and compensation levels. During the year just past, for example, Ivy League institutions suffered a greater erosion in their real incomes than the Big Ten Universities (average salaries increased by 4.6 percent and 5.6 percent respectively) but they ended the year as they had begun it with higher average salary levels. Thus, in evaluating the impact on living standards of faculty at any institution, attention must be paid to *level* as well as to *change* in compensation.

Second, the cost of living is not the same in different areas and the national average poorly represents areas which depart from it. For example, during this year the appropriate index (annual costs, higher living standard) for the New York and Boston metropolitan areas rose by more than 9 percent -- and thus for institutions in those areas, achieving even an 8 percent average increase would still constitute erosion of average salaries. Table 2 presents what we consider the most appropriate index of cost of living for faculty families for both 1969 and 1970. The figure for 1970 is helpful in interpreting salary levels; the change between 1969 and 1970 shows whether the area in question is experiencing inflation at more or less than the national average.

Third, the data on average salary by rank underestimate the increases in salaries of *individuals* within those ranks. Thus (to use a famous example),

Table 2

Annual Costs and Indexes of Comparative Costs Based on a Higher Living Standard for a Four-Person Family, Spring 1969 and Spring 1970[1]

(U.S. Urban Average Cost = 100)

Area	TOTAL BUDGET[2]				Percentage Increases in Annual Costs From 1969 to 1970
	Spring 1969		Spring 1970		
	Annual Costs	Indexes	Annual Costs	Indexes	
Urban United States	$14,589	100	$15,511	100	6.3%
Metropolitan areas[3]	14,959	103	15,971	103	6.8
Nonmetropolitan areas[4]	12,942	89	13,459	87	4.0
NORTHEAST					
Boston	16,341	112	17,819	115	9.0
Buffalo	15,505	106	16,424	106	5.9
Hartford	15,424	106	16,312	105	5.8
Lancaster	14,096	97	14,711	95	4.4
New York	16,914	116	18,545	120	9.6
Philadelphia	14,782	101	15,845	102	7.2
Pittsburgh	14,061	96	14,876	96	5.8
Portland	14,005	96	15,088	97	7.7
Nonmetropolitan areas[4]	13,879	95	14,479	93	4.3
NORTH CENTRAL					
Cedar Rapids	14,544	100	15,390	99	5.8
Champaign-Urbana	14,621	100	15,769	102	7.9
Chicago	14,814	102	16,019	103	8.1
Cincinnati	13,730	94	14,329	92	4.4
Cleveland	14,749	101	15,897	102	7.8
Dayton	13,842	95	14,724	95	6.4
Detroit	14,464	99	15,460	100	6.9
Green Bay	14,348	98	15,582	100	8.6
Indianapolis	14,506	99	15,620	101	7.7
Kansas City	14,228	97	15,575	100	9.5
Milwaukee	15,211	104	16,575	107	9.0
Minneapolis-St. Paul	14,803	101	15,808	102	6.8
St. Louis	14,229	98	15,125	98	6.3
Wichita	13,912	95	14,536	94	4.5
Nonmetropolitan areas[4]	13,382	92	13,935	90	4.1
SOUTH					
Atlanta	13,269	91	13,765	89	3.7
Austin	12,618	86	13,337	86	5.7
Baltimore	14,350	98	15,590	101	8.6
Baton Rouge	13,754	94	14,379	93	4.5
Dallas	13,565	93	14,471	93	6.7
Durham	13,910	95	14,630	94	5.2
Houston	13,306	91	13,917	90	4.6
Nashville	13,413	92	13,930	90	3.9
Orlando	13,452	92	13,679	88	1.7
Washington, D.C.	15,350	105	16,125	104	5.0
Nonmetropolitan areas[4]	12,146	83	12,643	82	4.1
WEST					
Bakersfield	14,059	96	14,283	92	1.6
Denver	14,122	97	15,005	97	6.3
Honolulu	17,823	122	19,311	125	8.3
Los Angeles-Long Beach	15,137	104	15,989	103	5.6
San Diego	14,862	102	15,309	99	3.0
San Francisco-Oakland	15,752	108	16,526	107	4.9
Seattle-Everett	14,861	102	15,626	101	5.1
Nonmetropolitan areas[4]	13,591	93	13,982	90	2.9
Anchorage, Alaska	19,035	130	20,301	131	6.7

[1] Preliminary data released by U.S. Department of Labor, December, 1970.

[2] The total represents the weighted average costs of renter and homeowner families.

[3] Includes places with populations of 50,000 or more. For a detailed description, see the 1967 edition of "Standard Metropolitan Statistical Area," prepared by the Bureau of the Budget.

[4] Includes places with populations of 2,500 to 50,000.

if an individual at the top of the associate professor rank receives both a salary increase and a promotion (to the lower end of the salary range of full professors), the average salary in *each* rank will decline as a result. Characteristically, persons enter ranks near the bottom of the salary scale and exit near the top, whether due to retirement, promotion, or resignation. Thus, on the average, salaries of individuals rise more rapidly than average salaries by ranks. Table 3 shows data that reflect average increases in salary *for individuals* on staff both years. This table shows that individual salary erosion is less pronounced. However, gains in real income appropriate to maturing and moving through the ranks normally must be expected to exceed markedly the increase in the cost of living. The average increase for all faculty reported is only 7.8 percent, surely not greatly above the 6 percent increase in cost of living.

It is clear from all of the above data that 1970 was a bad year for the academic profession. Whether it ushers in a disastrous decade remains to be seen. It is a possibility that cannot be ignored.

Part II: Crisis in Higher Education

That there is a "Crisis in Higher Education" can hardly come as a surprise to anyone who reads this report -- student, faculty member, administrator, trustee, legislator, or literate observer of educational institutions. Reports of the financial squeeze affecting higher education are almost too numerous to count, and there are regular headlines citing the increasing reluctance or inability of public or private funding sources to provide sufficient dollars to construct urgently needed facilities, to provide essential supporting services, to furnish the necessary financial aid to enable students to stay in school, or to pay the faculty and staff amounts required to maintain both high quality and high morale.

In its 1968 report (*AAUP Bulletin*, Summer, 1968), this Committee reported on the emerging plight of the private institutions; in 1970 (*AAUP Bulletin*, Summer, 1970), we addressed the causes of the worsening problems of the public institutions. We shall not repeat those discussions here, although they remain distressingly relevant today.

More recently, Earl F. Cheit, in a report for the Carnegie Commission on Higher Education entitled *The New Depression in Higher Education*, estimated that approximately two-thirds of the colleges and universities in the United States are in financial difficulty or headed for financial trouble. This shortage of funding has not led simply to some uncomfortable "belt-tightening"; it has forced a number of schools to close down completely, and has pushed many more to the brink of collapse. In a recent report (*The Red and the Black*, by William W. Jellema), the Association of American Colleges stated that 47 percent of the 554 private institutions replying to its survey were operating at a deficit.

The plight of public higher education is no less serious though less dramatic. State legislatures, faced with a restricted tax base and rapidly

Table 3

Percentage Increases in Salary for Faculty on Staff for Both 1969-70 and 1970-71, by Category, Type of Control, and Academic Rank[1]

(9-Month Basis)

Academic Rank	All Combined	Public	Private Ind.	Church-Related
		CATEGORY I		
Professor	6.5%	6.4%	6.3%	8.2%
Associate Professor	7.4	7.1	8.1	8.6
Assistant Professor	7.9	7.7	8.4	8.9
Instructor	7.8	7.5	9.0	9.9
All Ranks	7.1	7.0	7.3	8.6
		CATEGORY IIA		
Professor	7.7	7.5	8.7	7.9
Associate Professor	8.4	8.0	10.3	8.5
Assistant Professor	8.7	8.3	10.5	8.8
Instructor	8.7	7.8	11.2	10.4
All Ranks	8.3	7.9	9.9	8.7
		CATEGORY IIB		
Professor	6.6	5.8	6.6	6.8
Associate Professor	7.5	6.7	7.8	7.7
Assistant Professor	7.6	7.0	7.9	7.8
Instructor	7.8	6.6	8.1	8.3
All Ranks	7.3	6.7	7.5	7.6
		CATEGORY III		
Professor	9.2	9.2	10.4	5.7
Associate Professor	9.8	9.8	10.9	6.5
Assistant Professor	10.2	10.3	9.5	7.4
Instructor	10.1	10.2	.5	7.6
All Ranks	10.0	10.0	9.	7.2
		CATEGORY IV		
One Rank Only	9.4	9.4	7.8	11.2

[1] Sample includes 1195 institutions reporting salary data for faculty on staff both years, 1969-70 and 1970-71.

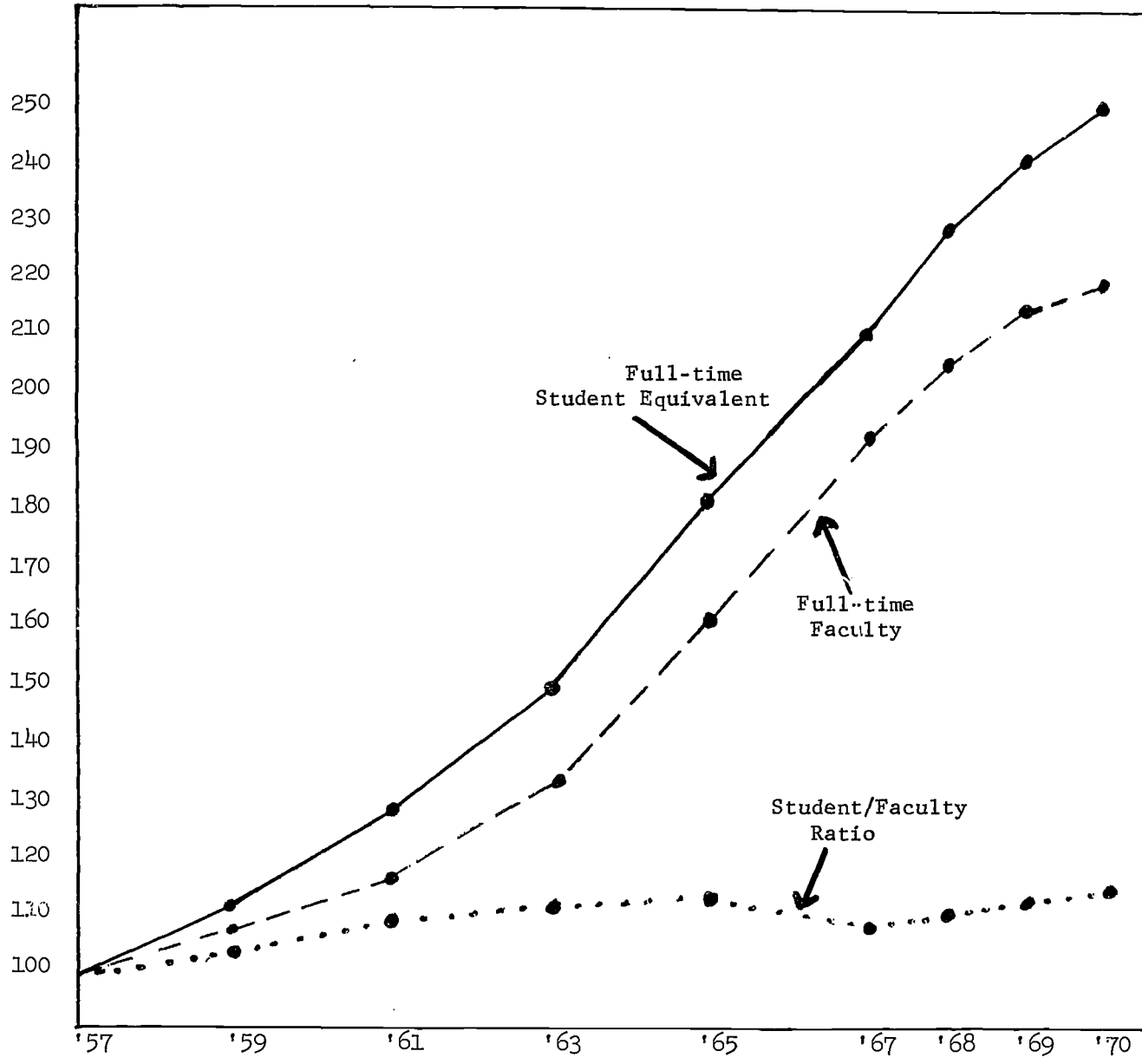


FIGURE IV

TREND IN FULL-TIME STUDENT EQUIVALENT AND FULL-TIME FACULTY

Relatives of Full-Time Student Equivalent and Full-Time Faculty, and in Student/Faculty Ratio, 1957-70

Source: See Table 18

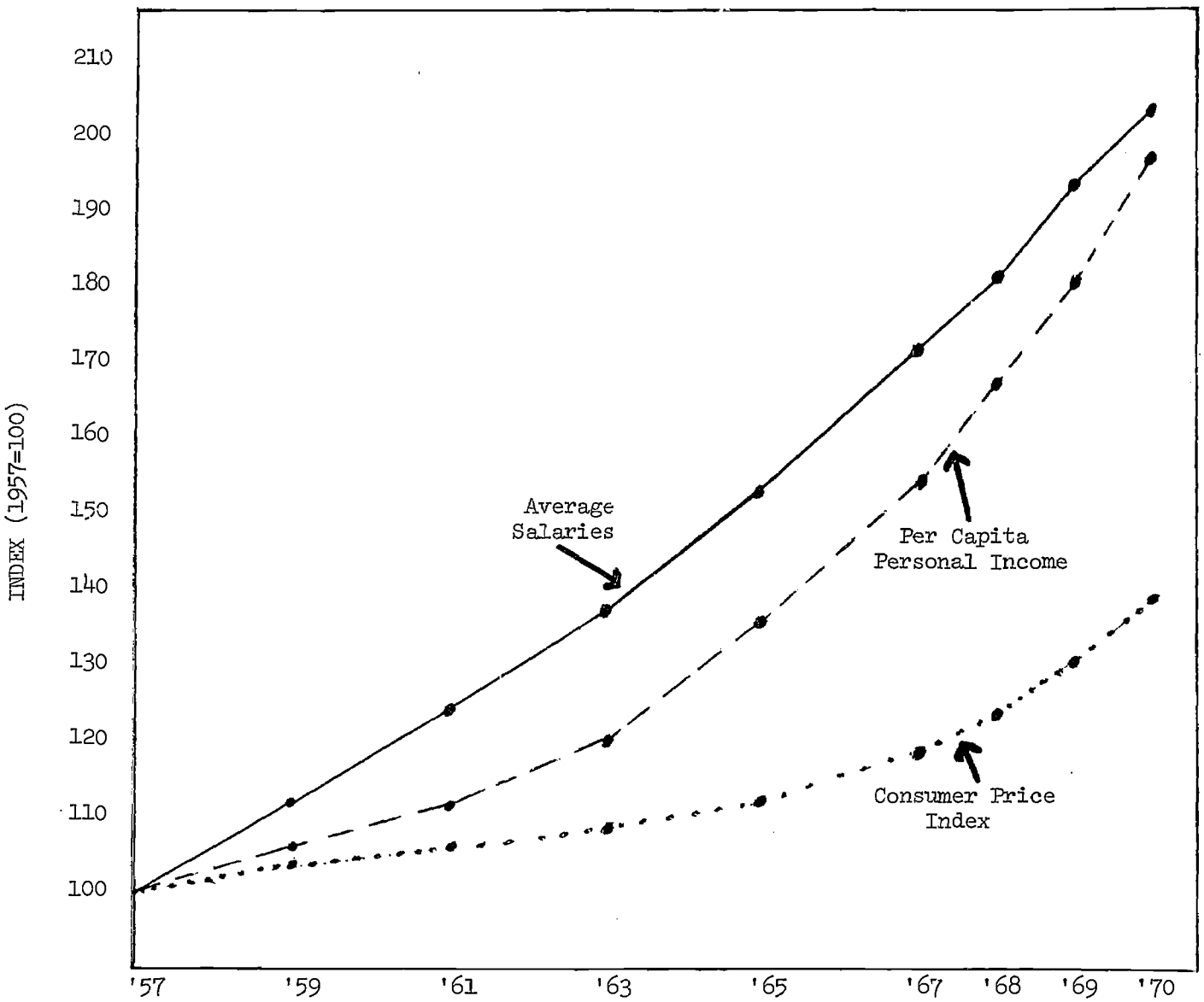


FIGURE V

TRENDS IN AVERAGE SALARIES, PER CAPITA PERSONAL INCOME AND THE CONSUMER PRICE INDEX

Relatives Showing Trends in Average Salaries, Per Capita Personal Income, and in the Consumer Price Index from 1957 to 1970

Source: See Table 19

growing demands upon state funds, do not declare public institutions bankrupt, but they are frequently unwilling and/or unable to meet the essential budget requests of colleges and universities faced with expanding enrollment, increased costs due to inflation, and demands for new programs.

The sudden intensity of the financial crisis of educational institutions is the product of both long-run trends and shorter-run factors. It is clear that the continuing war expenditures and the troublesome inflation account for some of the shortage of Federal funds; it is clear that the recession affects both private giving and state and local finances. But the differing trends in the costs of providing educational services, and the revenues available to meet those costs, are likely to persist far beyond the war in Vietnam or the recession at home.

The financial problems of higher education have repercussions for all members of the community. Parents and students face rapidly increasing tuition and fees, which serve to limit the educational opportunities of able but needy students at the very time when scholarship and loan programs are shrinking; budget officers strive to balance unbalanceable budgets; and legislators struggle with more meritorious demands than their tax revenues allow them to serve.

Faculties bear with particular incidence the force of these general pressures. Obviously the impact on faculty members is most severe when an institution closes its doors or is forced to cut the size of its faculty. (This is occurring in an accelerating way; the greatest single cause of requests by faculty members for assistance by this Association during the last year has been dismissal or nonrenewal on grounds of financial exigency.) But those who remain on faculties also feel the pinch. The lack of funds often translates into heavy pressure to take reductions in instructional budgets and to forego or greatly limit salary increases. Given these pressures, and given a continuing high rate of inflation, many salaries tend to increase at a rate less than the cost of living, thus leading to actual decreases in real income. As we saw in Figure III, this is currently true of the average faculty member in a majority of our reporting institutions.

Faculty compensation today is particularly vulnerable because the market forces of demand and supply that for a decade worked to bolster demands for increases in faculty compensation have turned the other way. The decade of relative boom in academic compensations that began in 1959 is depicted in Figures IV and V. Figure IV shows the enormous growth in student enrollments and shows also the increase in demand for faculty that accompanied it. At the same time that demand was expanding rapidly, supply -- the output of our graduate schools -- was increasing only slowly and a sellers' market emerged. This Figure also shows that faculty hirings did not keep pace with student growth; the rising student-faculty ratio had several consequences. In one sense it made obtaining faculty compensation increases easier, as faculty costs per student declined; in another sense it led to increasing class sizes and to use of inexperienced teachers; in so doing it has surely contributed to the undergraduate student feelings of resentment and neglect in many institutions.

In any event, these forces led to rapidly increasing levels of money compensation, as Figure V shows. The widening gap between average salaries and the CPI reflects the average increase in purchasing power over the period. Comparison of the level of faculty salaries (solid line) with national average increases in per capita personal income (dashed line) shows, however, that the academic profession over most of this time was not making great *relative* gains in income. Income per capita rose as rapidly as academic salaries from 1961 on. But the boom in higher education made it possible for faculties to maintain their relative status and increase their real incomes at about the national average rate.

A close examination of these two Figures shows not only the boom of the sixties, but also the beginning of the long-predicted reversal. The rate of increase of student enrollments has begun to slow, and the slowdown is predicted to continue at least through the seventies. It has already led to a flattening out of the demand for new faculty, as hard-pressed administrators have not utilized the opportunity to roll back class sizes and improve student-faculty ratios. Indeed that ratio continues to climb, thus reflecting a magnified retardation in demand for faculty. This fall in demand has made staff reductions and hiring freezes a tenable policy for administrators in financially pressed institutions. The reduced demand for faculty, combined with a belated rising supply of new candidates for faculty positions, has led to a shift from a sellers' to a buyers' market in academic personnel, as Allan M. Cartter and others had predicted it would. Preliminary reports suggest that the 1971 academic market exhibits a very substantial increase in the excess of supply over demand for faculty positions, although the final data are not in yet.

Given the general financial plight of educational institutions, and given the loss of market imperatives for increasing salaries, faculty compensation was sure to come under pressure. Other factors reinforce these tendencies. One of these is that other demands on scarce institutional budgets may seem, to students, to administrators, and to outsiders, to present more compelling claims. For one example, the demands for educational opportunities for minority students are increasingly regarded as urgent claims on educational resources, but they are exceedingly expensive to meet. For another, student requests for financial assistance are rising rapidly in the face of escalating tuitions, fees, and living costs, and decreased off-campus employment opportunities. Importantly also there are groups in the academic community who are more militant and less well paid than faculty -- from teaching assistants to custodial employees -- who are pressing salary claims that seem to the general public at least as urgent as further faculty compensation. As we are all aware, the general public never has understood what faculty members do with their time outside of classroom hours. (A Wisconsin farmer once wrote us asking for an explanation of "why professors get paid so much, but teach so little." The editor of the *Michigan Daily* editorialized this Spring that the University of Michigan budget crisis was really due to faculty sloth.) Recent studies in California and Wisconsin establish what we all know: the typical faculty work week is about 55 hours. Our past failures in educating the public to these facts do not help us now.

As we saw in Part I, we are no longer widening the gap over the cost of living shown in Figure V. Without a reversal of present trends, the gap will soon begin to close. The relatively parallel lines in Figure V for per capita personal income and average salaries suggest that we have just maintained the relative status of the profession. The most recent data show that we are beginning to lose ground compared to the average American. Are these merely transitory phenomena? The continuing buyers' market and the public mood provide little basis for optimism that faculty compensation levels will rise enough to reverse these discouraging trends.

Choices for the Future

It is clear, then, that a troublesome decade is upon us. It poses problems and choices for university professors as well as for other groups. There is no magic wand or hidden button which will quickly reverse the trend. As one correspondent wrote to us:

> "The timing is wrong.... Today's mood is anti-inflation, anti-education, anti-spending, anti-union, anti-campus, and anti-faculty. This mood will translate, regretfully, to lower salary increases for faculty at both private and public institutions."

At the same time that the nation is making its choices as to how many of society's resources shall be devoted to higher education, the entire profession inevitably faces a host of hard choices with respect to how to respond to severely limited funds. However the broader societal questions are answered -- and we may hope that federal assistance to higher education increases -- the higher education community cannot avoid its own tough decisions. Such decisions, if they are not made explicitly, will be made implicitly; if they are not made by us, they will be made for us.

The choices we face are of two different kinds: first, the sorts of trade-offs the profession will choose in distributing limited resources, and second, the modes of response to the pressures of financial difficulty.

Alternative Allocations of Funds for Faculty Compensations

A first choice is between salary and teaching loads. One view of the academic "product" is student credit hours. If this is accepted, then the individuals producing that product can increase their earnings by reducing their number. Either increasing the number of courses taught or increasing average enrollments per course will allow fewer faculty to provide the same number of student credit hours. Faculties can, in effect, cannibalize faculty positions and increase their own compensation without increasing budget costs per student. To some, this has seemed a form of increasing "productivity" that is attractively simple to achieve.

In this connection let us note why we continue to resist the notion of defining productivity of academic employment by such measures as students

or credit hours taught per faculty member. Either increasing class size or increasing courses taught per faculty member would reflect an increase in productivity in such a definition. But each would surely reflect a decline in the quality of education offered, other things being equal. As Professor Baumol has frequently pointed out, the real (but hidden) increase in productivity of college professors is the increased productivity of the students they train, not the visible increase in numbers of students met.

There is some danger that this choice will be made moot for significant segments of higher education, as legislatures or donors choose the alternative of higher teaching loads. Some states have legislated increased teaching loads. The governor of a large state has recently announced that his budget for higher education presupposed a 3 percent increase in faculty productivity (by which he means teaching load).

A trade-off closely related to the salary-teaching load issue is that between teaching and research. Because the short-run economic return (to those concerned with meeting budgets) of the research activities of faculty is indirect,while the payoff from more teaching is direct, there is political and administrative pressure to put more time and energy into teaching and less into research. Yielding to that pressure is likely (at least in the short run) to increase the economic return to the faculty. The longer run implications would be to change the character of our educational institutions in ways that are difficult to quantify and to estimate, but we view a significant reduction of research activity as a step with ominous portent for education and society.

The choice between teaching and research is closely tied to the trade-off between undergraduate and graduate instruction. It is a cliché that an undergraduate student credit hour costs less than a graduate student credit hour. In the long run, shifting resources to undergraduate instruction can economize on the instructional budget, thus possibly freeing funds for faculty compensation. The short-run effects on cost of instruction are less clear, for a great deal of inexpensive instruction is done by graduate students. Thus any sharp reduction in graduate student enrollments and use of teaching assistants will increase educational costs per student and thus exacerbate the pressure on the budget for faculty pay.

In days when the total amount available for salary increases is not significantly greater than the cost of living, and indeed when it may be less, an important choice facing the profession concerns the distribution of a given pool of money available for salary increases among a given faculty. The choice is frequently described as between "across-the-board" raises and selective raises, or (more simplistically) "across-the-board" *vs.* "merit." One aspect of that choice concerns the makeup of an institution's faculty. Devoting all or most of the available money for compensation increases on an across-the-board basis provides no funds to retain those whose market position remains strong, and it may also serve to remove market incentives for excellence. On the other hand, erosion of real income can cause real hardship, and if the distribution of selective raises is

made by an arbitrary or autocratic administration, it may be that conformity will prove to be the principal ingredient of "merit." Pressures for conformity can stifle freedom, diversity, and excellence.

Confronting these choices, and many others, not all institutions will or should make the same choices. Institutions differ in their nature, in their aspirations, and in the students and faculty who inhabit them.

Modes of Response

The choices described above (and many others) will be made, somewhere and somehow, for every institution. That this is so presents faculties with the choice of their mode of response to the pressures of these difficult times. Of the various forms of response which might be discussed, three embody the basic alternatives.

A first mode of response is passive. In it, a faculty does nothing special and tends to acquiesce in the decisions made by other segments of the institution or by outside agencies, hoping that the various pressures and counterpressures somehow will not seriously or permanently erode the existing role of faculty in the educational process. In view of the increasing pressure from students to play a role, in view of the continuing increase in outside surveillance of budgetary allocations, it seems probable that this course will lead to a marked reduction of the role of the faculty in the government of the institution. Since we have always regarded our role as truly central to university governance, this passive role, although the one of least resistance, clearly implies major changes in the structure of our institutions.

A second mode involves the assertion (or reassertion) of the principle of shared authority, based on the "inescapable interdependence among governing board, administration, faculty, students and others."[2] This principle holds that the faculty is an integral and essential part of the government of the institution, that it must be effectively involved in *all* of the decision-making processes, and, in particular, that the faculty bears primary responsibility for faculty status and related matters. As financial stresses increase, this mode of response calls for expanded and intensive exercise by the faculty of this and other responsibilities, which in turn requires close attention to the organization and operation of agencies of faculty government.

A third mode of response may be characterized as the adversary mode. In it the faculty operates not as a partner but as a power. As a separate agency it formulates, articulates, and pursues its own interests. Recent passage of state public employment relations acts, coupled with acceptance of jurisdiction over private colleges and universities by the National Labor Relations Board, means that this adversary mode may follow the form of

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[2]1966 *Statement on Government of Colleges and Universities*, jointly formulated by the American Association of University Professors, the American Council on Education, and the Association of Governing Boards of Universities and Collleges.

trade unionism and utilize exclusive representation and collective bargaining techniques. Within this mode there is room for great variety of response, both in terms of the nature of issues bargained about, the nature of group representation, and the degree of militancy pursued. Faculties at a significant number of educational institutions have already moved into this adversary stance, and many more are discussing it. It merits careful discussion, for it surely changes greatly the traditional posture of faculties.

Once again the choice among modes of response involves hard but vital choices. It is not at all clear that every institution should choose the same way. But it is very clear that the choices should not be made by default. The future of the profession and the society demand that we give them our best, informed, attention. Committee Z believes it can contribute to these decisions in a major way by collection, analysis, and publication of data that will aid in understanding of the issues. In addition to its annual survey, which is discussed in detail in the next section of this report, we are now sponsoring an intensive three-year study of the economics of the academic labor market, and the forces that shape it. If we have learned nothing else in the past decade, we should have recognized that our status is intimately bound to the economic and market forces that surround us and the institutions in which we work.

Part III: The Survey and the Scales: Past, Present, and Future

The AAUP survey utilizes and depends upon the voluntary cooperation of reporting institutions. This year, 1367 submitted returns. It is used by faculty groups, administrators, and many others. It enjoys both this extraordinary cooperation and its usefulness by virtue of its reputation for integrity. Over the years, Committee Z on the Economic Status of the Profession has met regularly with representatives of the Association of American Colleges to assure that this faculty-run enterprise understands and appreciates the interests and needs of institutions as well as of faculties. In the period of financial crisis that we have described above, faculty and institutional administrators are increasingly viewing themselves in adversary stances, and the spreading practice of collective bargaining will reinforce this view. In this climate, the changes in our collection and reporting procedures have been subject to what can most charitably be described as searching review by numbers of critics, faculty members and administrators alike. We feel it is imperative to discuss at some length the nature and function of our scales, and the reasons for past and proposed changes therein. If we cannot command the continued respect of both faculty and administrators, we cannot continue to function in this area.

The First Decade

The survey was designed and introduced in 1958 at the start of what proved to be a decade of extraordinary growth of higher education and a period

of improvement in the economic status of the profession. This improvement, it should be recalled, was long overdue, as the profession had suffered two decades of erosion of its relative status. The intent of Committee Z in introducing the scales was to assist in this improvement by providing faculty and administrators with the information and guidelines they needed in budget-making, and in persuading trustees, legislators, and others of what could be achieved by given increases in money for increasing faculty compensation. It was the intention of the Committee to provide targets for improvement year by year. The scales were designed to make it difficult, but not too difficult, to maintain a grade or to achieve a better one. The climate of growth in education, and competition for new faculty, made the quest for rising compensation one in which both faculties and academic administrations joined. Over the years, more and more institutions succeeded in achieving high grades. One result of this was that our scales gradually lost much of their ability to discriminate between compensation levels at different institutions. This was illustrated in the *AAUP Bulletin*, Winter, 1969, Table 1, (p. 479), which showed, among other things:

> "[I]n 1968-69, 80 percent of the professors, 98 percent of the associate professors, and 100 percent of the assistant professors teaching in universities were at institutions where the average compensation for their particular rank graded B or better."

At the same time, as Figure V clearly shows, we were not, as a profession, gaining relative to the standard of per capita personal income. Thus the notion of general "honors" grades was essentially misleading.

The 1970 Revisions

The 1970 revisions -- adopted in 1969 -- and described in the article just referred to, included both an increase in the amount of information available and a change in the basis of rating. As we have seen in the previous section, the general academic and budgetary picture had changed sharply. The changing circumstances and the lack of discrimination in our scales necessitated a review of our procedures. We decided that on the brink of crisis there was a preeminent need for every institution and its faculty to take a realistic view of where it stood relative to other institutions, and to decide what strategy it wished to pursue in both the near and more distant future. Because institutions differ in relative position, in aspirations, in the severity, imminence, and nature of their financial difficulties, and in the willingness of faculty and administration to work together toward a viable policy for the seventies, there can be no single standard of salary increase that is appropriate to all. There is, however, a uniform need for full, accurate, and relevant information on which to base budgetary decisions. We sought to provide that information, and thus to illuminate, not conceal, the real dimensions of the problem.

Committee Z felt that it had an inescapable responsibility to improve and expand the data available to faculty and to institutions. The extent to which the 1970 revisions have led to new information may most readily be

seen by comparing the data in Appendix I for this year and last year. Newly available for each reporting institution are average compensation by rank; fringe benefits as a percent of average salary by rank; actual percentage increases in salary for individuals employed in both 1969-70 and 1970-71, by rank; announced minimum salaries by rank; and the quartiles of the salary distribution for the institution as a whole.

Using these data, a wealth of information is available to any faculty member or any institution relative to *any* group of institutions with which it chooses to make comparisons. (We will discuss below *additional* comparisons that will be made available upon request.)

A major revision in 1970 was a change in the rating scheme. Since this feature of the changes has caused widespread comment, concern, and -- bluntly -- complaint, it is well to understand precisely what was changed. The revision can be best understood if it is thought of as having three aspects: (1) the replacement of subjectively determined scales for grading by rating scales grounded upon actual data from past surveys about achieved levels of compensation; (2) the rating of institutions of different types by different scales; (3) the use of growth in per capita personal income as the basis for projecting scales two years into the future. Each merits comment.

(1) The first and most important aspect of the change was to replace *grading*, by reference to arbitrary and preset scales, by *rating* against scales that were projections of *actual decile distributions* of compensation levels of reporting institutions. The new ratings, in contrast to the old grades, were based upon and controlled by actual data, and thus ultimately by market realities. Whether one views this substitution of a descriptive for a normative base of rating as commendable or contemptible, it must be understood. We did not substitute one normative rating for another, but replaced a normative by a descriptive rating. The substitution of "rating" for "grading" is more than a semantic difference.

(2) In order for descriptions based upon decile distributions of institutional averages to have relevance, it is necessary that the groups of institutions classified be relatively homogeneous. Yale University, Wofford College, and the Montgomery County Community College are different kinds of academic institutions with different kinds of faculty requirements, and they compete for staff in different labor markets. This is not a normative judgment, it is a simple fact. We sought, as a first approximation to more homogeneous groupings, to divide institutions into three categories: Universities, Four-Year Colleges, and Two-Year Colleges.

(3) Projection of scales is undertaken in order to provide interested parties with data in a form relevant to current budgetary decisions and negotiations. In April of 1971, the required information concerns 1972-73, and thus must be based on factual data for 1970-71. Lacking perfect foresight, and lacking as well any extraordinary competence in economic forecasting, Committee Z sought a basis for projection that would be both understandable, and not too inaccurate. The index used was the change in per capita personal income in the United States as reported in the most

recent year. A glance at Figure V suggests it has had some descriptive accuracy for many years. This measure reflects the increase in money income of the average U. S. resident, and roughly captures changes in the average cost of living as well as average productivity increases. Projecting scales on this basis says that, if the economy continues to change as in the recent past, and if the academic profession as a whole does this well, it will neither have gained nor lost ground in the two-year period relative to the national average. Shortfalls from this standard (if the economy has not changed its rate of growth) measure roughly the erosion of the position of academics compared to two years previous. These projections say nothing about how adequate or inadequate that *status quo ante* was; they say nothing about the ability of institutions to pay. But this measure is related to the economy as a whole; it is intepretable; and (historically) it is not too far from what the actual market is likely to produce.

The ratings of individual institutions based upon these projected scales appear in Appendix I of this report. The levels of compensation used for ratings appear in Table 4. For example, the data for Dickinson College in Pennsylvania show that the average compensation level of its 30 full professors ($19,600) places it above the "3" level for Category II institutions ($18,840) but below the "2" level ($20,210). It thus has a "3" rating for full professors in Category II.

Criticisms of the Revised Ratings

We have received the attention and suggestions of many individuals, chapters, administrators, and associations with respect to these revisions in our procedure. While some criticisms reflect misunderstandings of our procedures and our purposes, and others reflect disagreement with our objectives, still others represent valid identification of deficiencies in our procedure. It is convenient to discuss major categories of complaint under headings that paraphrase more detailed complaints.

1. *"Grades have been arbitrarily lowered by this shift."*

Consider the following complaint by an administrator:

> "I was shocked to see the new scale in contrast with the previous ones, 1969-70. Those of us who have worked hard to raise faculty compensation over the years have been dealt a real blow. In our case, a small, independent two-year institution, we have gradually increased not only our actual dollars, but *more importantly*, our place in the AAUP compensation scale. We certainly do not pay munificent salaries, but within our limited, need I say very limited resources, we have made real progress *according to AAUP standards*. Now I see that even with an approximate 10 % raise next year, we will be off the bottom of the new scale." (Emphasis supplied.)

The college in question had an overall grade of D in 1969-70 (but A at the instructor level), but rated 9 or 10 in each rank in 1970-71. Such

Table 4

1970-71 Rating Scales for
Average Compensation, Salary Plus Fringe Benefits

(9-Month Basis)

	1	2	3	4	5	6	7	8	9*
				CATEGORY I					
Professor	$25,740	$24,580	$23,410	$22,530	$21,650	$20,980	$20,310	$19,140	$17,970
Associate	17,990	17,650	17,310	16,880	16,440	15,940	15,440	15,080	14,710
Assistant	14,550	14,150	13,750	13,550	13,350	13,060	12,760	12,580	12,400
Instructor	11,460	11,200	10,940	10,560	10,170	10,030	9,890	9,650	9,410
				CATEGORY II					
Professor	21,580	20,210	18,840	17,890	16,930	16,440	15,950	14,810	13,660
Associate	16,580	15,850	15,120	14,600	14,070	13,600	13,130	12,450	11,760
Assistant	13,540	13,070	12,600	12,220	11,840	11,530	11,210	10,770	10,320
Instructor	10,990	10,620	10,240	10,000	9,760	9,540	9,310	9,010	8,710
				CATEGORY III					
Professor	21,330	19,860	18,390	17,510	16,620	15,890	15,160	14,350	13,530
Associate	18,020	16,900	15,770	15,360	14,940	14,350	13,750	13,010	12,270
Assistant	15,350	14,300	13,250	12,960	12,660	12,170	11,680	11,250	10,810
Instructor	12,910	12,210	11,510	11,050	10,580	10,220	9,850	9,550	9,250

Note: Category I includes (1) Institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines. Category II includes institutions granting the baccalaureate degree or higher but not included in Category I. Category III includes two-year institutions.

* Compensation figures less than those in the 9 column of the appropriate scale have been rated as 10.

changes occur with some frequency: one large university went from grades of C, B, B, A to ratings of 9, 10, 8, 9.

This kind of apparent change in rating reflects the need for the revision, not its shame. After a decade, the arbitrary grades had become comforting but not very meaningful. Instructors' compensations, for example, rose much faster than the AAUP scales, and thus everyone was grading well. The market demand for instructors had outstripped Committee Z's official aspirations for instructors' compensations. In what sense should we regard the scales as right, and the market as wrong? The facts show that some institutions -- including the two cited above -- had levels of compensation that were relatively very low, notwithstanding A grades. However regrettable this fact is, it is relevant, and if our earlier procedure obscured that fact, it was deficient by virtue of that concealment.

The new ratings, to repeat, are not grades for effort, nor are they normative evaluations: they are (roughly) descriptive of relative levels of compensation. Each institution must decide whether its level of compensation brings it pride, or shame, and what fraction of its resources it can or should devote to changing them. While under the old grading scheme everyone could be B or better, not everyone can be in the top 10 or 20 or 50 or 90 percent. If the letter grades had some independent informational content, they might have been worth retaining. But we became convinced that they had progressively lost such content.

2. *"Relative performance has been arbitrarily shifted in the new ratings."*

The following comment by a faculty member correspondent reflects this concern:

> "Under the old letter-grading system our Professors received a grade of B and our Associate and Assistant Professors each received a grade of A. Under the new system our Professors are seemingly much better off and the two lower ranks have sunk into the [low] decile ratings."

For this large university, letter grades of B, A, A, were replaced by ratings of 5, 7, 6.

A shift like that above reflects the progressive inadequacy of our previous scales and the need for change. AAUP scales over recent years were explicitly designed to encourage a widening of the gap between the salaries in senior and junior ranks, a gap that had been compressed by market forces, but market pressures did not cooperate. The realities of labor market competition for new instructors and assistant professors in the decade of sharply rising demand led many institutions to raise salaries at the entering levels more rapidly than those of full professors. Because of this, many institutions effortlessly overtook the AAUP scales at the junior levels while fewer did so with the more rapidly rising senior level scales. The cumulative effect proved dramatic. For example, in 1963-64, only 32

percent of universities rated A or better at the assistant professor level; by 1968-69, 91 percent were so rated. The comparable percentages for full professor rose only from 16 to 26. Clearly the letter grades showed different things for different ranks.

3. *"The rate of increase utilized in projecting the scales is unreasonable."*

This same comment has meant, to different critics, three different things:

(a) *"The rate utilized is not descriptively accurate."* Obviously no projection is absolutely accurate, but the differences between the *projected* 1970-71 decile distributions (Table 4) and the *actual* 1970-71 distributions by institutions (Table 5) were not large, as Table 6 shows for Categories I -- III. (The doubling of sample size in Category III results in less stable data, but the same average trend.) The actual distribution did fall short of the projected distribution, partly due to a falloff in the economy as a whole which did not maintain the rate of growth in per capita personal income used in the projection, partly due to some erosion of the position of faculty relative to the average income receiver, and partly due to a 20 percent increase in our sample. (The newly reporting institutions tended to have slightly lower compensation levels than did institutions reporting both years.) As the table shows, these discrepancies do not support the claim of unreasonable projection.

A real, and remediable, consequence of the inaccuracy introduced by any discrepancies between forecast scales and actual data is that this year's numerical ratings do not reflect deciles of the actual distribution. Table 7 shows the extent to which the frequency distribution (in numbers and percent) of institutions with each rating varies from a straight decile distribution. For reasons noted above, there tends to be less than 10 percent of the reporting institutions in the top deciles, and more than 10 percent in the lower ones. Had we rated on the basis of the actual decile distribution, the ratings of some individual institutions would have been improved. We now think we should have rated according to actual distributions, not projected ones; in the future we will.

(b) *"The rate used is not high enough because faculties' status should improve."* We have heard this criticism from several faculty members and AAUP chapters, who believe any projection ought to embody an "appropriate" rate of increase. While as faculty members we would like to have compensations rise very rapidly, this does not justify our projecting at the rate of 20 percent or 100 percent per year. We have no license to determine a "just" rate: indeed, there is no single ideal rate of increase, in part because different institutions have different problems, different aspirations, and different positions from which they start. Rather than rely on a subjective rate, we chose one which was based on a measure of income growth *in the economy*. Whatever its deficiencies, it is unambiguously interpretable.

Table 5

Decile Distributions of Average Compensations
by Number of Institutions, 1970-71
(9-Month Basis)

Rating[1]	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
					CATEGORY I					
Professor	$26,880	$25,690	$24,430	$22,890	$22,230	$21,190	$20,730	$19,500	$18,810	$17,980
Associate	18,600	17,920	17,330	16,590	16,150	15,840	15,570	15,190	14,900	14,490
Assistant	14,890	14,220	13,910	13,410	13,200	12,980	12,830	12,590	12,410	12,170
Instructor	11,800	11,590	10,930	10,620	10,240	9,960	9,770	9,570	9,340	8,990
					CATEGORY IIA					
Professor	22,530	21,420	19,900	19,110	18,380	17,540	16,730	16,130	15,600	14,410
Associate	17,400	16,700	15,810	15,140	14,680	14,330	13,940	13,460	13,000	12,160
Assistant	14,030	13,600	12,970	12,570	12,230	11,970	11,680	11,350	11,010	10,440
Instructor	11,690	11,110	10,670	10,300	10,050	9,740	9,490	9,280	9,040	8,620
					CATEGORY IIB					
Professor	20,370	19,560	17,930	16,720	16,230	15,530	15,050	14,360	13,720	12,900
Associate	15,910	15,350	14,370	13,770	13,320	12,830	12,420	12,020	11,590	10,720
Assistant	13,190	12,670	11,930	11,590	11,300	10,970	10,630	10,370	10,020	9,430
Instructor	11,030	10,490	10,010	9,700	9,450	9,250	9,030	8,770	8,430	8,090
					CATEGORY III					
Professor	25,540	20,940	19,390	17,900	17,500	17,120	16,680	15,340	14,350	12,970
Associate	19,980	17,860	16,150	15,130	15,060	13,870	13,740	13,190	12,430	11,670
Assistant	16,250	14,780	13,660	13,310	12,470	11,820	11,280	11,120	10,800	10,240
Instructor	13,690	12,540	11,550	10,770	10,550	10,020	9,630	9,600	9,110	8,790
					CATEGORY IV					
Only One Rank	15,550	15,170	14,620	13,830	13,240	12,330	11,580	10,610	9,920	9,190

NOTE: Category I - includes institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA - includes institutions awarding degrees above the baccalaureate but not included in Category I.

Category IIB - includes institutions awarding only the baccalaureate or equivalent degree.

Category III - includes two-year institutions.

Category IV - includes institutions without academic ranks.

[1]The ratings are shown here to illustrate how institutions will be rated in next year's survey. At that time, a similar table will be published based on next year's actual data, and ratings will be assigned from that table.

Table 6

Percentage Differences Between the Projected 1970-71[1] Compensation Scales and the Actual 1970-71 Decile Distributions of Average Compensations

(9-Month Basis)

Ratings	1	2	3	4	5	6	7	8	9
Percentiles	90	80	70	60	50	40	30	20	10
				CATEGORY I					
Professor	-0.2%	-0.6%	-2.3%	-1.4%	-2.2%	-1.2%	-4.2%	-1.8%	+0.06%
Associate	-0.4	-1.9	-4.3	-4.5	-3.8	-2.4	-1.7	-1.2	-1.5
Assistant	-2.3	-1.7	-2.5	-2.7	-2.9	-1.8	-1.4	-1.4	-1.9
Instructor	+1.1	-2.5	-3.0	-3.1	-2.1	-2.7	-3.3	-3.3	-4.7
				CATEGORY II					
Professor	-6.0	-5.7	-3.2	-4.1	-2.7	-2.8	-4.4	-2.8	-1.9
Associate	-4.1	-4.8	-4.0	-3.7	-3.2	-2.8	-3.7	-3.2	-3.7
Assistant	-3.4	-4.5	-3.6	-3.7	-3.2	-3.1	-4.4	-3.5	-5.1
Instructor	-1.0	-2.8	-2.3	-2.9	-3.2	-3.0	-3.0	-3.0	-4.8
				CATEGORY III					
Professor	-1.9	-2.4	-2.7	-0.06	+3.0	+5.0	+1.2	-	-4.3
Associate	-0.9	-4.6	-3.0	-2.0	-7.7	-4.4	-4.2	-4.7	-5.1
Assistant	-3.9	-4.7	+0.5	-3.9	-7.1	-7.9	-5.0	-4.2	-5.6
Instructor	-3.0	+5.7	-6.9	-4.7	-5.6	-6.1	-2.6	+4.8	-5.2

[1] Projected by using 1968-69 actual decile distribution of average compensations increased by 8.0 percent compounded twice.

Interpretation of data: In Category I, for the rank of professor, the 1970-71 actual average compensation (80th percentile) was 0.6 percent lower than the average compensation (rating 2) in the projected 1970-71 scales.

Table 7

Frequency Distribution of 1970-71 Ratings,
by Category and Academic Rank[1]

	1	2	3	4	5	6	7	8	9	10[2]	Total[3]
NUMBER OF INSTITUTIONS											
Category I											
Professor	15	11	10	9	17	13	13	18	23	17	146
Associate	13	6	10	8	14	19	20	15	17	24	146
Assistant	10	6	15	7	9	25	18	10	17	29	146
Instructor	14	2	10	14	19	7	7	19	18	33	143
Category II											
Professor	48	60	108	80	88	62	84	126	94	103	853
Associate	54	56	84	78	99	85	91	106	85	129	867
Assistant	59	48	77	83	82	91	89	86	106	149	868
Instructor	76	53	79	65	59	78	92	102	82	162	848
Category III											
Professor	13	6	15	9	14	9	8	12	9	21	116
Associate	11	6	17	9	12	9	8	17	15	29	133
Assistant	12	8	18	4	8	14	13	11	21	34	143
Instructor	10	6	14	10	14	10	17	10	9	42	142
PERCENTAGE OF INSTITUTIONS											
Category I											
Professor	10.3%	7.5%	6.8%	6.2%	11.6%	8.9%	8.9%	12.3%	15.8%	11.6%	100.0%
Associate	8.9	4.1	6.8	5.5	9.6	13.0	13.7	10.3	11.6	16.4	100.0
Assistant	6.8	4.1	10.3	5.0	6.2	17.1	12.3	6.8	11.6	19.9	100.0
Instructor	9.8	1.4	7.0	9.8	13.3	4.9	4.9	13.3	12.6	23.1	100.0
Category II											
Professor	5.6	7.0	12.7	9.4	10.3	7.3	9.8	14.8	11.0	12.1	100.0
Associate	6.2	6.5	9.7	9.0	11.4	9.8	10.5	12.2	9.8	14.9	100.0
Assistant	6.8	5.5	8.9	9.6	9.4	10.5	10.3	9.9	12.2	17.2	100.0
Instructor	9.0	6.3	9.3	7.7	7.0	9.2	10.8	12.0	9.7	19.1	100.0
Category III											
Professor	11.2	5.2	12.9	7.8	12.1	7.8	6.9	10.3	7.8	18.1	100.0
Associate	8.3	4.5	12.8	6.8	9.0	6.8	6.0	12.8	11.3	21.8	100.0
Assistant	8.4	5.6	12.6	2.8	5.6	9.8	9.1	7.7	14.7	23.8	100.0
Instructor	7.0	4.2	9.9	7.0	9.9	7.0	12.0	7.0	7.7	29.6	100.0

[1] Based upon AAUP 1970-71 Compensation Scales.

[2] Average compensations less than those in the 9 column of the appropriate scale have been rated as 10.

[3] Percentages may not total 100 because of rounding.

(c) *"The rate used is too high given the financial plight of the nation's colleges and universities."* This complaint is directly opposed to the one above. It comes from hard-pressed college administrators who would like the AAUP to endorse very modest increases in compensations to ease the financial plight of the colleges in which the faculty have a stake. We have elsewhere noted that that plight is real, and that college and university faculties must define their role in discussing these problems. We have neither the wisdom nor the authority to determine on a national basis what is an appropriate response, and we clearly must reject the implicit notion that faculty pay is in any sense a residual claim on tight educational resources.

The disparate reaction to our basis of projection is a source of modest comfort. If displeasing everyone is a measure of any virtue, we believe our virtue is assured.

4. *"Deciles are peculiarly inadequate bases for ratings."*

Critiques under this heading are of two kinds, both of which we find persuasive. The first is that for those institutions that strive to be at the top, the standard of the top 10 percent is not demanding enough, and we should do nothing to discourage those aspirations. We shall from now on include data adequate to identify the top 5 percent in any category.

The second objection is both statistical and substantive. It is that the deciles give too much emphasis to small and arbitrary differences. In this view, the difference, for example, between 9 or 10 (or 5 and 6) may be both uninteresting and statistically capricious, particularly in categories with smaller sample size. In this view, a smaller number of ratings would be preferable. On purely statistical grounds this view seems to be meritorious.

5. *"The categories of institutions defined prove unsatisfactory."*

Again this general view reflects a variety of different complaints:

(a) *"Faculty are faculty, wherever they teach."* This view, which we believe to be correct in human terms, but incorrect in terms of job descriptions, required training, and alternative employment opportunities, has led some to urge the use of a single category of institutions. With these critics we must simply agree to disagree.

(b) *"The AAUP is an organization of individuals, not institutions."* Many feel that although data are reported by institutions, the weight attached to any institution should vary with the size of its faculty. In Table 8 we provide a tabulation of decile distributions weighted by number of faculty members, which permits any interested reader to develop alternative ratings. There are arguments that can be made for use of either the distribution based on number of faculty or the one based on number of institutions. All in all, we have decided to use the latter, but will continue to provide both sets of distributions.

Table 8

Decile Distributions of Average Compensations
by Number of Faculty Members, 1970-71

(9-Month Basis)

Percentile	95	90	80	70	60	50	40	30	20	10
					CATEGORY I					
Professor	$26,570	$25,700	$23,960	$23,500	$22,330	$21,640	$21,030	$20,270	$19,060	$18,450
Associate	18,030	17,650	17,060	16,520	16,130	15,920	15,500	15,150	14,920	14,610
Assistant	14,430	14,250	13,790	13,360	13,190	13,080	12,870	12,620	12,410	12,280
Instructor	11,590	11,190	10,800	10,480	10,170	9,950	9,710	9,560	9,340	9,050
					CATEGORY IIA					
Professor	23,120	21,690	20,370	19,900	19,600	18,860	18,040	17,150	16,340	15,600
Associate	17,910	16,810	16,130	15,370	15,090	14,720	14,490	14,130	13,550	12,980
Assistant	14,470	13,810	13,230	12,770	12,450	12,280	12,080	11,800	11,360	10,950
Instructor	11,870	11,230	10,790	10,410	10,140	9,910	9,650	9,410	9,190	8,850
					CATEGORY IIB					
Professor	20,700	19,980	18,790	17,710	16,710	16,290	15,710	15,080	14,240	13,340
Associate	15,910	15,490	14,740	14,070	13,640	13,200	12,820	12,350	11,840	11,120
Assistant	13,310	12,760	12,360	11,810	11,530	11,300	11,010	10,650	10,360	9,920
Instructor	10,960	10,490	10,050	9,720	9,490	9,320	9,130	8,920	8,650	8,310
					CATEGORY III					
Professor	*	26,980	22,530	19,980	19,270	18,770	17,710	16,810	15,330	13,610
Associate	*	20,570	17,860	16,430	16,070	15,540	15,050	14,210	13,310	12,170
Assistant	*	16,810	14,780	14,360	13,660	12,980	12,350	11,740	11,250	10,800
Instructor	*	14,600	12,540	11,660	11,000	10,340	9,940	9,630	9,220	8,820
					CATEGORY IV					
Only One Rank	15,850	15,540	15,280	15,050	14,640	13,840	13,180	12,100	11,270	9,810

NOTE: Category I - includes institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA - includes institutions awarding degrees above the baccalaureate but not included in Category I.

Category IIB - includes institutions awarding only the baccalaureate or equivalent degree.

Category III - includes two-year institutions.

Category IV - includes institutions without academic ranks.

*Sample too small to be meaningful

(c) *"The categories are not sufficiently homogeneous."* An example of concerns that many have raised is the lumping of the small, independent, private, four-year colleges with large, public, four-year institutions. We believe there *are* unfortunate heterogeneities in our categories, and we are seeking ways to improve the groupings. Subject to the requirements of sample size, we are prepared to revise our groupings in ways that prove fruitful. The data so far collected and analyzed have persuaded us that at least a subdivision of Category II is desirable.

6. *"The data published are misleading because of neglect of cost-of-living differences."*

We are of course aware of the significant differences in the cost of living among areas, but we lack the information to make a sophisticated deflation of the data for any institution. The published data are limited, at best, and suffer the usual deficiencies of all index numbers. We shall continue to publish what we consider the best available indices of relative living costs (see Table 2), and we urge all users to consider these data, as well as the absolute levels of compensation reported, and other relevant factors, in determining the relative affluence or poverty of faculty at different institutions. But such comparisons are not mechanically made. For example, the reported cost of living in the New York metropolitan area is approximately 20 percent higher than in Detroit. But variations in effective living costs for locations *within* the New York area, and within the Detroit metropolitan region, as well as among people with different tastes, commuting habits, and ages, make unsatisfactory any simplistic downward adjustment by 20 percent of compensations of each institution in the New York area in order to compare it to any of the institutions in the Detroit metropolitan area.

7. *"Neglect of differences in teaching loads renders the comparisons unsatisfactory."*

The argument here is that focusing on compensations neglects other vital aspects of academic life, including teaching loads, research facilities, and so on. We agree, but are unable to find any sensible basis for adjustment. The obvious deficiencies of reporting, for example, compensation per credit hour taught should indicate why we are cautious. The fact is, as we have noted before, that institutions differ from one another in many respects. One of these concerns the nature of expected duties, and this includes the definition of a full-time teaching load. If a college or university faculty chooses to accept higher teaching loads in order to obtain higher salaries (a trade that some have made), its levels of monetary compensation will rise, and it will rise in the reported rankings. We feel this is appropriate; its salaries *are* higher. Of course, its attractiveness in other dimensions will decline. We do not, and can not, incorporate all aspects of working conditions in our reports on compensations.

Planned Revisions in Future Scales

On the basis of criticisms received, as discussed above, we recognize the desirability of several modifications in our rating scheme. But we are likewise persuaded that the basic changes in the form of ratings adopted in 1969 have proven desirable. Effective next year, the following further changes will be instituted:

1. *The ten decile based ratings will be replaced by the following six ratings, for each category of institution, and for each rank:*

Rating	Percentiles	Interpretation
1*	95 or over	Top 5 percent of institutions
1	80-94	Next 15 percent
2	60-79	Next 20 percent
3	40-59	Next 20 percent
4	20-39	Next 20 percent
5	0-19	Lowest 20 percent

This will meet the need for a smaller "top" category, provide sufficient distinctions, and not be subject as much to statistical instability as the decile ratings.

2. *Ratings in every year will be based on the actual distributions for that year.* Thus, in 1972-73, precisely 40 percent, neither more nor less, will be rated 2 or above in each category. Projections will be used for guiding budgetary decisions but not for ratings. We will, for informational purposes, project the quintile distributions, two years ahead, using an index of per capita personal income.

Using *current* quintile distributions to determine current ratings will mean that no institution can predict with certainty its future rating, but this seems a relatively small price to pay for the unambiguous discriptive accuracy we achieve.

3. *Category II will be split into two categories.* Category IIA will include four-year institutions with significant graduate programs, but not so many as to qualify as institutions in Category I. They may be thought of as emerging universities. Category IIB will include institutions whose basic and primary function is a four-year baccalaureate program. As data are collected, institutions in the present Category II will be asked to indicate in which category (in their opinion) they should be included. (Scales based on a preliminary separation of these categories are published in this report.)

4. *A new Category IV will be created for institutions which do not have the usual academic ranks.* (Again, preliminary scales are published in this report.)

We believe that these two changes will go a long way toward avoiding heterogeneous groupings. Other possible subdivisions will be the subject of detailed analysis in the year to come.

5. *The data on* increases *in actual salaries by rank for individuals employed for two consecutive years will be supplemented by the use of two evaluative symbols.* The symbol - will be used for those institutions where the increase in salaries for that rank is less than the annual average increase in the cost-of-living index, and a + will mark those institutions whose increase in salaries has exceeded a measure that reflects a significant increase in relative status of the profession.

In introducing this change, we will surely be charged with introducing "Honors, Pass, Fail" grading to annual increases at the same time that we abandon grading of levels of compensations. The charge will be correct in one sense. Our defense is that there *are* meaningful economy-wide standards that ought to be noticed along with the relative performance of school against school. Thus, while the *ratings* compare each institution with other academic institutions, they say nothing about the profession as a whole. The three-way (-, nothing, +) identification of annual increases shows performance relative to external standards. We believe the cost of living represents a key national indicator, and keeping pace with it represents a minimum standard of performance. Failure to maintain this standard should not be allowed to go unnoted. We are aware that regional differences in the rate of change of the cost of living make this standard slightly ambiguous, but we lack the data to apply an institution-by-institution standard. The higher, +, rating will be selected by attention to earnings of other professional groups. The precise form of the index used to determine this standard has not yet been determined, but will be explained in detail next year. In every year we will present in our report a frequency distribution of institutions receiving each symbol.

Having made major changes in our ratings twice in two years has perhaps tried the patience of our members and our friends. We hope that the present scheme will prove both stable and helpful. We continue to anticipate receiving criticism and suggestions.

Part IV: Using the Data

The Appendices and Tables

The results of this year's survey are presented in two forms: detailed figures are listed by institution in Appendices I, II, and III, and summary results are presented in tables accompanying and following this text. Additional tables are available upon request. A list of these tables will be published in the final report in the Summer, 1971 *AAUP Bulletin*.

The format of the Appendices and the notations used therein are explained in notes just preceding them.

Table 9 gives the most general summary of the data collected. There were 271,585 full-time faculty members at participating institutions, earning an average compensation of $14,707, of which 10 percent represented fringe benefits.

Table 10 shows the annual increases in average compensation for each of the past six years. These data reinforce the dismal picture described above: each rank shows an average increase barely above the increase in cost of living -- except for professors, whose average compensation increased only 5.8 percent.

Table 11 shows average salary and average compensation by rank, category, and type of control. It emphasizes a point made earlier: although church-related institutions achieved higher increases this year than did public or private independent schools, they started from a lower base and *remain* below the other groups.

Table 12 analyzes average salary by region, category, and rank. On most lines of the table, the highest average occurs in the Middle Atlantic states, but there are exceptions: Professors and Instructors in Category I (New England leads), Professors in Category IIB (the Pacific states lead), and Assistant Professors and Instructors in Category III (the Pacific states again).

Table 13 is similar to Table 12, except that it analyzes compensation rather than salary.

Tables 14 and 15 are the projected scales for 1971-72 and 1972-73 respectively. The former was computed from 1969-70 data by application of a 7.5 percent interest rate (compounded twice) to the 95th, 80th, 60th, 40th, and 20th percentiles. The latter was computed in the same fashion, using a 6 percent interest rate on 1970-71 data. Let us reiterate that these projected scales are to advise the profession as to the levels of compensation which *would* be reached if (a) the economy grew at the indicated rate over the two-year period involved, and (b) the profession maintained its relative position among U. S. income earners. They are intended as *descriptive* rather than *normative* scales. Institutions will be rated each year on the basis of actual data reported, not arbitrary preset scales.

Table 16 provides the figures used to construct Figure III, plus more detail. In brief, it shows that in most ranks and categories, more than half of the institutions increased average salaries by *less* than the Consumer Price Index.

Table 17 shows the percentages of institutions which increased average salaries for *faculty on staff both years* by less than the CPI. Although the figures are better than those in Table 16, they are by no means encouraging.

Table 18 shows the relative indices for full-time faculty, full-time students, and faculty-student ratic which were used in constructing Figure IV.

Table 19 details the relative indices used to draw Figure V, which showed the relationship between the CPI, the per capita personal income, and the average salaries for an historical sample.

Table 20 shows the distribution of the 1345 participating institutions (excluding medical schools) by category and type of control.

Finally, Table 21 shows those institutions with the highest faculty compensation per full-time student equivalent. This measure is subject to considerable variation as a result of different institutional functions and structures. Consequently, we recommend that it be used with caution.

Further Analyses Available

This year we are formalizing a service which has been available informally for many years. Upon request (within the limits of available staff time) we will prepare analyses of salary or compensation for any reasonable comparison group. For this purpose we have available both averages by rank and frequency distributions of salaries within ranks. The latter set of data can be used only in sufficiently large comparison groups to insure confidentiality of individual institutional data. Inquiries regarding this service should be directed to Mrs. Maryse Eymonerie, Survey Director, American Association of University Professors, One Dupont Circle -- Suite 500, Washington, D. C. 20036. A charge will be made to cover computer costs, handling, and mailing.

Readers should note that Appendix I contains sufficient information from which to prepare many useful analyses. Average compensation comparisons, analyses of fringe benefits, and average salary increase comparisons can all be made directly from that table.

* * * * * *

In summary, let us reiterate our three major conclusions:

(1) The financial crisis in higher education is steadily growing more acute, and faculty are paying a heavy share of the cost;

(2) We appreciate the interest expressed by our many correspondents, and hope that the modifications detailed here will significantly increase the usefulness of the survey to the entire profession; and

(3) We stand ready to assist in further analysis and use of our data.

Our efforts depend upon the cooperation of many people. To all of them we express the gratitude of the academic community.

Peter O. Steiner
Maryse Eymonerie
William B. Woolf

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Number of Full-Time Faculty, Total and Average Compensations, Average Salary and Average Fringe Benefits by Ranks, 1970-71

(9-Month Basis)

	Total Full-Time Faculty Members	Total Compensation	Average Compensation	Average Salary	Average Fringe Benefits	Fringe Benefits As % of Av'g. Compensation
I. 1161 Institutions with Professorial Rank						
Professor	62,743	$1,279,858,469	$20,398	$18,314	$2,084	10.2%
Associate Professor	60,695	930,463,790	15,330	13,792	1,538	10.0
Assistant Professor	89,317	1,129,566,129	12,647	11,347	1,300	10.3
Instructor	39,099	394,353,545	10,086	9,084	1,002	9.9
Lecturer	4,167	52,793,218	12,669	11,113	1,556	12.3
All Ranks	256,021	$3,787,035,151	$14,792	$13,284	$1,508	10.2%
II. 184 Institutions without Professorial Rank						
One Rank Only	15,564	207,170,364	13,311	12,384	927	7.0%
Total Reporting	271,585	$3,994,205,515	$14,707	$13,233	$1,474	10.0%

Table 10

Annual Increases in Average Compensation
(Salary Plus Benefits)

Average Annual Dollar and Percentage Increases in Compensation for Institutions Reporting Comparable Data for One-Year Periods——This Year, Last Year, Two Years, Three Years, Four Years, and Five Years Ago by Academic Ranks and Weighted Average for All Ranks[1]

(9-Month Basis)

	This Year '69 to '70[2]	Last Year '68 to '69	Two Years Ago '67 to '68	Three Years Ago '66 to '67	Four Years Ago '65 to '66	Five Years Ago '64 to '65
			DOLLAR INCREASE			
Professor	$1,127	$1,269	$1,181	$1,205	$1,024	$1,035
Associate Professor	893	956	941	874	746	760
Assistant Professor	756	771	749	702	598	610
Instructor	629	664	574	524	438	445
Lecturer	841	1,142	907	848	1,617	901
All Ranks	865	924	875	839	723	728
			PERCENTAGE INCREASE			
Professor	5.8%	7.1%	7.0%	7.7%	6.9%	7.5%
Associate Professor	6.2	7.1	7.5	7.4	6.7	7.3
Assistant Professor	6.3	6.9	7.2	7.2	6.5	7.1
Instructor	6.6	7.6	7.0	6.9	6.0	6.5
Lecturer	6.9	10.8	9.3	9.4	20.1	11.4
All Ranks	6.2	7.1	7.2	7.4	6.8	7.3

[1] Data for last year (1968-69 to 1969-70), two years ago (1967-68 to 1968-69), three years ago (1966-67 to 1967-68), four years ago (1965-66 to 1966-67), and five years (1964-65 to 1965-66) are taken from AAUP Bulletin, Summer, 1970, Table 7, p. 196.

[2] In calculating these figures, we used what amounts to a Paasche Index, since numbers of persons who are currently in the various ranks were employed as weight. Thus we computed as base what average compensation would have been last year if relative numbers in the different ranks had been what they are currently.

Table 11

Weighted Average Salaries and Average Compensations by Rank, Category, and Type of Control, 1970-71

(9-Month Basis)

Academic Rank	Salary				Compensation			
	All Combined	Public	Private Ind.	Church-Related	All Combined	Public	Private Ind.	Church-Related
				CATEGORY I				
Professor	$19,600	$19,150	$21,080	$18,100	$21,860	$21,080	$24,330	$20,130
Associate	14,380	14,350	14,640	13,930	15,990	15,820	16,770	15,530
Assistant	11,760	11,760	11,840	11,390	13,100	13,030	13,530	12,620
Instructor	9,020	8,970	9,290	9,030	10,030	9,970	10,410	9,940
				CATEGORY II A				
Professor	17,090	17,420	17,120	15,430	18,950	19,100	19,620	17,480
Associate	13,570	13,830	13,390	12,410	15,040	15,200	15,260	14,040
Assistant	11,240	11,440	11,040	10,390	12,500	12,670	12,490	11,650
Instructor	9,100	9,220	9,070	8,520	10,070	10,190	10,080	9,460
				CATEGORY II B				
Professor	14,760	15,250	15,700	14,280	16,520	16,440	17,800	16,120
Associate	11,880	12,590	12,130	11,520	13,270	13,800	13,740	12,930
Assistant	10,210	10,810	10,270	9,890	11,360	11,930	11,520	11,020
Instructor	8,590	8,910	8,790	8,360	9,400	9,730	9,700	9,150
				CATEGORY III				
Professor	16,920	17,100	12,620	12,140	19,110	19,340	14,100	13,200
Associate	13,980	14,120	11,340	10,600	15,720	15,870	12,790	11,580
Assistant	11,660	11,760	9,780	9,290	13,220	13,350	10,950	10,270
Instructor	9,670	9,760	8,470	8,200	10,920	11,030	9,500	8,760
				CATEGORY IV				
Only One Rank	12,380	12,610	10,800	9,940	13,310	13,510	12,020	10,930

Note: Category I includes institutions granting at least an annual average of 15 doctorate degrees in the last three years and in at least three nonrelated disciplines; Category II A includes institutions offering Master or higher degrees; Category II B includes institutions offering Bachelor's degree; Category III institutions offer two-year degree; and Category IV institutions are without academic ranks.

Table 12

Weighted Average Salary Analyzed by Region[1], Category[2], and Academic Rank, 1970-71

(9-Month Basis)

Academic Rank	West		North Central		North East		South		
	Pacific	Mountains	West North Central	East North Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
				CATEGORY I					
Professor	$20,080	$17,260	$18,290	$19,740	$21,000	$21,470	$18,110	$17,310	$19,610
Associate	14,090	13,450	13,960	14,520	15,040	14,970	14,040	13,680	14,550
Assistant	11,520	11,380	11,610	11,820	12,030	11,900	11,600	13,360	11,960
Instructor	8,760	8,760	9,030	9,190	9,270	9,390	8,490	8,510	8,990
				CATEGORY IIA					
Professor	17,470	15,930	15,630	16,930	18,750	17,720	14,760	14,980	16,300
Associate	13,340	12,980	12,570	13,660	14,660	13,830	12,370	12,630	13,270
Assistant	10,950	10,740	10,710	11,360	12,120	11,460	10,550	10,530	11,010
Instructor	9,040	8,700	8,820	9,160	9,700	9,710	8,580	8,570	8,620
				CATEGORY IIB					
Professor	16,420	13,860	14,490	15,160	15,990	14,210	13,070	13,220	14,590
Associate	12,050	11,640	11,590	12,200	12,680	11,860	10,870	10,700	11,780
Assistant	10,620	9,870	10,010	10,430	10,690	10,270	9,410	9,450	10,120
Instructor	8,870	8,170	8,610	8,760	8,900	8,700	8,110	8,120	8,440
				CATEGORY III					
Professor	16,270	-	15,720	17,270	18,710	14,620	11,470	*	14,270
Associate	14,670	-	14,120	14,600	14,710	12,000	10,470	9,890	12,630
Assistant	12,330	-	11,760	12,120	12,170	10,540	9,250	9,160	10,430
Instructor	11,260	-	9,600	9,920	10,230	9,030	8,260	8,310	8,720
				CATEGORY IV					
One Rank Only	13,740	11,330	11,090	13,250	12,620	10,070	9,300	9,610	10,850

[1] Regions and geographic divisions of the United States, Department of Commerce, Bureau of the Census. Pacific: Alaska, Calif., Hawaii, Oreg., Wash. - Mountains: Ariz., Colo., Idaho., Mont., Nev., N. Mex., Utah, Wyo. - West North Central: Iowa, Kans., Minn., Mo., Nebr., N.Dak., S. Dak. - East North Central: Ill., Ind., Mich., Ohio, Wis. - Middle Atlantic: N.J., N.Y., Pa. - New England: Conn., Maine, Mass., N.H., R.I., Vt. - West South Central: Ark., La., Okla. Tex. - East South Central: Ala., Ky., Miss., Tenn. - South Atlantic: Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.

[2] For institutions included in each category, see Table 20.

* Sample too small to be meaningful.

NOTE: Figures have been rounded to the nearest $10.

Table 13

Weighted Average Compensation Analyzed by Region[1], Category[2], and Academic Rank, 1970-71

(9-Month Basis)

Academic Rank	West		North Central		North East		South		
	Pacific	Mountains	West North Central	East North Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
				CATEGORY I					
Professor	$22,530	$18,700	$20,360	$22,310	$24,070	$24,380	$19,550	$18,740	$21,010
Associate	15,790	14,640	15,470	16,470	17,210	16,640	15,250	14,920	15,550
Assistant	12,960	12,390	12,890	13,400	13,830	13,310	12,640	12,450	12,810
Instructor	10,010	9,590	10,130	10,360	10,480	10,320	9,340	9,210	9,690
				CATEGORY IIA					
Professor	19,190	17,200	16,930	19,090	21,420	19,650	16,000	16,380	17,190
Associate	14,750	13,350	13,730	15,430	16,650	15,180	13,460	13,890	14,050
Assistant	12,190	11,660	11,670	12,820	13,910	12,570	11,460	11,620	11,670
Instructor	10,060	9,470	9,590	10,300	11,080	10,400	9,390	9,440	9,210
				CATEGORY IIB					
Professor	18,780	15,220	16,200	17,320	18,300	15,760	14,400	14,790	15,960
Associate	14,480	12,770	12,900	13,900	14,440	13,250	12,070	11,910	12,780
Assistant	12,110	10,810	11,010	11,890	12,100	11,430	10,440	10,440	10,890
Instructor	9,790	8,920	9,300	9,720	9,920	9,580	8,950	8,830	9,060
				CATEGORY III					
Professor	17,440	-	16,270	19,790	21,860	15,100	12,600	*	15,050
Associate	15,800	-	14,470	16,590	17,170	12,750	11,610	10,810	13,350
Assistant	13,370	-	12,050	13,830	14,270	11,360	10,250	10,180	11,340
Instructor	12,160	-	9,870	11,290	12,000	9,580	9,260	9,150	9,350
				CATEGORY IV					
One Rank Only	14,760	12,500	11,730	14,420	14,430	11,120	10,040	10,690	11,330

[1] Regions and geographic divisions of the United States, Department of Commerce, Bureau of the Census. Pacific: Alaska, Calif., Hawaii, Oreg., Wash. - Mountains: Ariz., Colo., Idaho., Mont., Nev., N. Mex., Utah, Wyo. - West North Central: Iowa, Kans., Minn., Mo., Nebr., N.Dak., S. Dak. - East North Central: Ill., Ind., Mich., Ohio, Wis. - Middle Atlantic: N.J., N.Y., Pa. - New England: Conn., Maine, Mass., N.H., R.I., Vt. - West South Central: Ark., La., Okla., Tex. - East South Central: Ala., Ky., Miss., Tenn. - South Atlantic: Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.

[2] For institutions included in each category, see Table 20.

* Sample too small to be meaningful

NOTE: Figures have been rounded to the nearest $10.

Table 14

1971-72 Projected Scales for Average Compensation, Salary Plus Fringe Benefits[1]

(9-Month Basis)

	1*	1	2	3	4
		CATEGORY I			
Professor	$28,980	$26,440	$24,080	$21,930	$20,020
Associate Professor	19,650	18,570	17,530	16,830	15,960
Assistant Professor	15,790	14,840	14,410	13,860	13,350
Instructor	12,620	11,740	11,040	10,490	10,160
		CATEGORY IIA			
Professor	24,450	21,780	19,830	18,090	16,840
Associate Professor	18,700	16,990	15,800	14,940	13,930
Assistant Professor	14,980	14,030	13,170	12,500	11,810
Instructor	12,560	11,440	10,760	10,130	9,740
		CATEGORY IIB			
Professor	22,530	19,660	17,550	16,590	14,860
Associate Professor	17,250	15,620	14,490	13,510	12,750
Assistant Professor	14,310	12,940	12,170	11,630	11,000
Instructor	11,870	10,690	10,240	9,820	9,370
		CATEGORY III			
Professor	27,850	21,550	19,190	17,030	15,280
Associate Professor	22,470	17,510	16,290	14,470	13,360
Assistant Professor	18,250	15,100	13,540	12,640	11,610
Instructor	16,090	13,100	11,650	10,540	9,800
		CATEGORY IV			
Only One Rank	16,810	15,690	14,610	13,230	11,460

NOTE: Category I - includes institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA - includes institutions awarding degrees above the baccalaureate but not included in Category I.

Category IIB - includes institutions awarding only the baccalaureate or equivalent degree.

Category III - includes two-year institutions.

Category IV - includes institutions without academic ranks.

Interpretation of the Ratings:

* = 95th percentile
1 = 80th percentile
2 = 60th percentile
3 = 40th percentile
4 = 20th percentile

Average compensations lower than the 20th percentile will be rated "5".

[1] The compensation figures for ratings 1, 2, 3, and 4 have been obtained by increasing the actual 1969-70 percentiles (80th, 60th, 40th and 20th respectively) by 7.5 percent compounded twice and therefore are different from the 2, 4, 6, and 8 ratings previously published. The former ratings had been obtained by a smoothing method (e.g., ninth decile plus seventh decile divided by two) which is longer utilized.

Table 15

1972-73 Projected Scales for Average Compensation, Salary Plus Fringe Benefits[1]

(9-Month Basis)

	1*	1	2	3	4
		CATEGORY I			
Professor	$30,200	$27,450	$24,980	$23,290	$21,130
Associate Professor	20,900	19,470	18,150	17,490	15,790
Assistant Professor	16,730	15,630	14,830	14,420	13,150
Instructor	13,260	12,280	11,510	10,980	10,490
		CATEGORY IIA			
Professor	25,310	22,360	20,650	18,800	17,530
Associate Professor	19,550	17,760	16,490	15,660	14,610
Assistant Professor	15,760	14,570	13,740	13,120	12,370
Instructor	13,130	11,990	11,290	10,660	10,160
		CATEGORY IIB			
Professor	22,890	20,150	18,240	16,910	15,420
Associate Professor	17,880	16,150	14,970	13,960	12,040
Assistant Professor	14,820	13,400	12,700	11,940	10,600
Instructor	12,390	11,250	10,620	10,150	9,090
		CATEGORY III			
Professor	28,700	21,790	19,660	18,740	16,120
Associate Professor	22,450	18,150	16,920	15,130	13,110
Assistant Professor	18,260	15,350	14,010	12,670	11,510
Instructor	15,380	12,980	11,850	10,820	9,880
		CATEGORY IV			
Only One Rank	17,470	16,430	14,880	13,010	11,150

NOTE: Category I - includes institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA - includes institutions awarding degrees above the baccalaureate but not included in Category I.

Category IIB - includes institutions awarding only the baccalaureate or equivalent degree.

Category III - includes two-year institutions.

Category IV - includes institutions without academic ranks.

Interpretation of the Ratings:

* = 95th percentile
1 = 80th percentile
2 = 60th percentile
3 = 40th percentile
4 = 20th percentile

Average compensations lower than the 20th percentile will be rated "5".

[1] The ratings 1*, 1, 2, 3, and 4 represent the 95th, 80th, 60th, 40th, and 20th percentiles respectively of the 1970-71 actual decile distribution of average compensations increased by 6.0 percent compounded twice.

Table 16

Percentage of Institutions with Increases in Average Salaries Less Than the Increase in the Consumer Price Index, and with an Increase Equal To or More Than the Increase in the Consumer Price Index for Those Institutions Submitting Comparable Data Both Years 1969-70 and 1970-71

(9-Month Basis)

Academic Rank	Less Than CPI				Equal To Or More Than CPI			
	All Combined	Public	Private Ind.	Church-Related	All Combined	Public	Private Ind.	Church-Related
				CATEGORY I				
Professor	57.8%	58.0%	61.9%	41.7%	42.2%	42.0%	38.1%	58.3%
Associate	57.0	58.0	61.9	33.3	43.0	42.0	38.1	66.7
Assistant	55.6	64.2	45.2	33.3	44.4	35.8	54.8	66.7
Instructor	52.3	60.0	45.0	50.0	47.7	40.0	55.0	50.0
All Ranks	62.2	65.4	61.9	41.7	37.8	34.6	38.1	58.3
				CATEGORY IIA				
Professor	52.4	60.5	43.8	44.1	47.6	39.5	56.2	55.9
Associate	54.1	63.7	43.3	44.9	45.9	36.3	56.7	55.1
Assistant	55.6	65.1	34.7	45.8	44.4	34.9	65.3	54.2
Instructor	53.7	62.3	42.7	46.6	46.3	37.7	57.3	53.4
All Ranks	55.0	65.1	40.0	47.9	45.0	34.9	60.0	52.1
				CATEGORY IIB				
Professor	49.4	65.3	50.0	46.4	50.6	34.7	50.0	53.6
Associate	54.7	66.0	56.3	51.8	45.3	34.0	43.7	48.2
Assistant	53.8	66.0	62.5	49.1	46.2	34.0	37.5	50.9
Instructor	55.9	70.0	62.5	50.7	44.1	30.0	37.5	49.3
All Ranks	52.5	62.0	62.5	48.2	47.5	37.0	37.5	51.8
				CATEGORY III				
Professor	50.0	51.9	25.0	--	50.0	48.1	75.0	--
Associate	47.1	49.1	22.2	--	52.9	50.9	77.8	--
Assistant	33.8	35.1	22.2	--	66.2	64.9	77.8	--
Instructor	45.6	43.9	44.4	--	54.4	56.1	55.6	--
All Ranks	44.1	45.6	22.2	--	55.9	54.4	77.8	--
				CATEGORY IV				
One Rank Only	30.3	28.0	50.9	--	69.7	72.0	49.1	100.0
				ALL CATEGORIES (EXCLUDING IV)				
Professor	52.2	59.4	48.7	45.8	47.8	40.6	51.3	54.2
Associate	54.2	60.8	49.7	49.1	45.8	39.2	50.3	50.9
Assistant	53.4	60.8	48.7	47.4	46.6	39.2	51.3	52.6
Instructor	56.0	63.4	51.6	49.6	44.0	36.6	48.4	50.4
All Ranks	56.5	65.5	52.9	48.2	43.5	34.5	47.1	51.8

Table 17

Percentage of Institutions with Increases in Average Salaries for Faculty on Staff Both Years (1969-70 and 1970-71) less than the Increase in the Consumer Price Index and with an Increase Equal To or More Than the Increase in the Consumer Price Index

(9-Month Basis)

Academic Rank	Less Than CPI				Equal To Or More Than CPI			
	All Combined	Public	Private Ind.	Church-Related	All Combined	Public	Private Ind.	Church-Related
				CATEGORY I				
Professor	34.5%	36.8%	36.8%	10.0%	65.5%	63.2%	63.2%	90.0%
Associate	19.8	29.4	10.5	0.0	80.2	60.6	89.5	100.0
Assistant	16.4	22.1	10.5	0.0	83.6	67.9	89.5	100.0
Instructor	19.6	23.9	14.3	10.0	80.4	66.1	85.7	90.0
All Ranks	26.7	14.7	23.7	0.0	73.3	85.3	76.3	100.0
				CATEGORY IIA				
Professor	30.1	38.1	20.4	25.4	69.9	61.9	79.6	74.6
Associate	23.3	24.9	11.1	17.3	76.7	75.1	88.9	82.7
Assistant	20.5	29.6	9.1	15.3	79.5	70.4	90.9	84.7
Instructor	22.8	31.4	12.2	18.5	77.2	68.6	87.8	81.5
All Ranks	21.4	25.6	9.0	16.3	78.6	74.4	91.0	83.7
				CATEGORY IIB				
Professor	39.2	48.2	42.4	36.3	60.8	51.8	57.6	63.7
Associate	31.6	50.0	27.1	28.4	68.4	50.0	72.9	71.6
Assistant	25.2	39.7	25.4	21.8	74.8	60.3	74.6	78.2
Instructor	25.8	46.6	25.4	21.0	74.2	53.4	74.6	79.0
All Ranks	35.2	41.3	22.0	23.8	64.8	58.7	78.0	76.2
				CATEGORY III				
Professor	28.6	28.0	30.8	--	71.4	72.0	69.2	--
Associate	26.4	25.7	25.0	--	73.6	74.3	75.0	--
Assistant	19.4	19.0	16.7	--	80.6	81.0	83.3	--
Instructor	18.8	17.3	16.7	--	81.2	82.7	83.3	--
All Ranks	17.1	16.7	11.1	--	82.9	83.3	88.9	--
				CATEGORY IV				
One Rank Only	18.8	15.5	26.1	31.3	81.2	84.5	73.9	68.7
				ALL CATEGORIES (EXCLUDING IV)				
Professor	33.7	37.2	30.3	31.8	66.3	62.8	69.7	68.2
Associate	24.6	35.4	16.5	24.2	75.4	64.6	83.5	75.8
Assistant	21.6	27.2	14.5	19.3	78.4	72.8	85.5	80.7
Instructor	25.9	32.9	19.5	21.6	74.1	67.1	80.5	19.5
All Ranks	25.9	32.3	18.1	22.1	74.1	67.7	77.9	22.1

Table 18

Relatives Showing Trends in Number of Full-Time Faculty Members[1] and Full-Time Students and in Students/Faculty Ratios (1957=100)[2]

Year	Relatives of Full-Time Faculty Members	Relatives of Full-Time Students	Relatives of Student/ Faculty Ratios
1957	100.0	100.0	100.0
1959	106.0	110.8	104.5
1961	115.6	126.7	109.6
1963	132.2	147.5	111.6
1965	161.3	181.4	112.1
1967	193.3	210.2	108.5
1968	205.7	227.3	110.6
1969	214.2	239.5	112.1
1970	219.4	249.7	113.6

[1] Number of Full-time faculty members and full-time students taken from "Projections of Educ. Statistics, 1979-80."

[2] Relatives calculated using 1957 as a base.

[3] Estimated figures.

Table 19

Relatives Showing Trends in Average Salaries

Relatives Showing Trends in Average Salaries All Ranks Combined in the 36 Biennial-Survey Institutions[1] in Per Capita Personal Incomes, in the Consumer Price Index[2] 1957-1970 and the Average Increase in Real Salary Levels Since 1959 (1957=100)[3]

Year	Relatives of Consumer Price Index	Relatives of Per Capita Personal Incomes	Relatives of Average Salaries for 36 Biennial Survey Institutions	Average Annual Increase in Index of Real Salary Levels
1957	100.0	100.0	100.0	-
1959	103.6	105.7	111.6	4.0
1961	106.3	110.7	124.7	4.6
1963	108.9	120.1	137.2	3.8
1965	112.1	135.2	152.6	4.1
1967	118.7	154.6	171.7	3.4
1968	123.7	167.5	181.3	1.4
1969	130.3	180.3	193.0	1.0
1970	138.1	190.7	203.5	-0.6

[1] Statistics for the 36 Biennial-Survey Institutions are calculated from data in this report and published in the AAUP Bulletin, Winter issue, 1961, Spring issue, 1962, and Summer issues, 1964, 1966 and 1968.

[2] Data for the Consumer Price Index obtained from the U.S. Bureau of Statistics.

[3] Relatives calculated using 1957 as a base.

Table 20

Number of Institutions Submitting Data for the 1970-71 Compensation Survey, by Type of Control and Category

Category	Combined	Public	Private Ind.	Church-Related
I	146	87	45	14
IIA	484	238	106	140
IIB	388	69	61	258
III	143	118	19	6
IV	184	142	25	17
Total	1345	654	256	435

In addition 22 reports submitted for medical schools.

Table 21

Institutions With Highest Compensations For Full-Time Student-Equivalent, 1970-71

(Listed in Descending Order)

California Institute of Technology	Yale University
CUNY - Graduate Division	Claremont Graduate School
California Institute of the Arts	Williams College
Wesleyan University	Hebrew Union College (Ohio)
Massachusetts Institute of Technology	Haverford College
Yeshiva University - Graduate Division	Wilson College
Princeton University	University of Rochester
University of Chicago	Johns Hopkins University
Harvey Mudd College	Swarthmore College
Amherst College	Brandeis University
Sarah Lawrence College	Rice University

APPENDIX I

INSTITUTIONS WITH PROFESSORIAL RANKS SUBMITTING DATA FOR 1970-71

Rating of Average Compensations are based upon the 1970-71 projected scales. For explanations see column (3).

Compensation includes salary (adjusted to a nine-month basis, when necessary) plus countable fringe benefits. Where faculty members are given duties for eleven or twelve months, salaries are converted to a nine-month basis by applying a conversion factor of 9/11 or by the official conversion factor used in a publicly announced formula.

Fringe benefits, in general, include only those where the institution makes a definitive payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits are contributions by the institution (1) to Federal Old Age, Survivors, and Disability Insurance (because of the pending status of the Social Security Amendment Act, FICA payments have been calculated at 5.2 percent of the first $9,000 of salary); (2) to retirement programs to the extent that these benefits become vested in the faculty member in five years or less; (3) for life insurance, hospital, and medical insurance and disability income protection; (4) for workmen's compensation; (5) unemployment compensation taxes; (6) for housing allowances or for housing only if an equivalent cash benefit is available to all faculty members who prefer to live in houses other than those provided by the institution; (7) for tuition of faculty children only if the institution arranges for cash assistance for all children of faculty members, regardless of the institution they attend (the institution's total contribution is considered to be the maximum annual cash allowance made available per student multiplied by the number of faculty children attending college). Because of the difficulties involved in determining their value, benefits in kind are not included. Since the objective of the survey is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Explanation of Statistical Data

Col. (1) PNA (Publication not authorized) or a footnote. In this preliminary report, the footnotes are not listed but they will be inserted for the final report.

Col. (2) V - Indicates that the institution has a retirement plan in which its contribution is vested in the faculty member in five years or less.

Col. (3) Institution's category - Category I includes institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines. Category II includes institutions granting the baccalaureate degree or higher, but not included in Category I. Category III includes two-year institutions.

Col. (4) Ratings of Average Compensation by Rank indicates the rating of average compensation, as based upon the AAUP Average Compensation Projected Scales for 1970-71 in order of Professor, Associate Professor, Assistant Professor, and Instructor.

Col. (5) Number of full-time faculty members by rank, 1970-71.

APPENDIX I - CONTINUED

Col. (6) Average Compensation, by Rank, includes salary plus countable fringe benefits (salaries have been adjusted to nine-month basis, where necessary). The figure has been rounded to the nearest hundred dollars; an entry of 17,6 would stand for an average compensation between $17,550 and $17,649.

Col. (7) Fringe Benefits as Percent of Average Salary

Col. (8) Actual Percentage Increase in Salary. This represents the increase in salary for faculty on staff both years.

Col. (9) Announced Minimum Salary (rounded to the nearest hundred dollars). The asterisk indicates that some individuals received less than the announced minimum salary in that rank.

Col. (10) Salary Distributions (all ranks combined). These figures represent the salary quartiles of the distribution of faculty salaries for the institution as a whole.

Col. (11) Full-time Faculty Compensation per Student-Equivalent is determined by number of full-time student-equivalents. Because of the diversity of situations no attempt has been made to standardize the concept of "full-time student-equivalent"; each institution has applied its own definition. In the case of some public institutions the standards used for the AAUP report may not be those used for budgetary purposes and hence statistics may differ from those appearing in official state reports. In view of the diversity of standards for full-time student-equivalents and the great variety in the types and functions of the institutions included in the tabulations, extreme caution should be used in making comparisons.

Statistical Note: It must be pointed out that average compensations are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small colleges may also be influenced by the fact that in any given year a relatively large number of their higher paid faculty members may be on leave without pay.

In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, for they may exercise a double-edged effect upon the average compensations reported in both the higher and the lower rank. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurences and can only caution the reader to keep these peripheral influences in mind as he uses the report.

NAME OF INSTITUTION	(1) NOTES	(2) RET.	(3) INST. CATEGORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
				PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
ALABAMA															
ATHENS COLLEGE		V	II	10	10	10	--	9	17	16	3	12,7	10,3	8,8	----
AUBURN UNIVERSITY		V	I	10	10	10	10	219	206	275	146	17,1	14,1	11,9	9,1
BIRMINGHAM-SOUTHERN COLL		V	II	8	9	8	--	27	16	36	3	15,7	12,3	10,8	----
FLORENCE STATE UNIV			II	10	10	10	8	32	21	64	23	13,5	11,0	10,1	9,1
HUNTINGDON COLLEGE	PNA	V	II												
JUDSON COLLEGE		V	II	--	--	8	--	3	4	15	2	----	----	10,8	----
STILLMAN COLLEGE		V	II	--	9	9	9	4	12	13	14	----	11,9	10,4	8,8
TALLADEGA COLLEGE		V	II	10	10	10	10	12	11	15	14	12,0	10,0	9,7	8,3
TUSKEGEE INSTITUTE		V	II	5	5	5	7	20	44	79	97	17,3	14,4	11,9	9,4
UNIVERSITY OF ALABAMA		V	I	10	10	10	10	178	143	113	56	17,4	14,2	12,1	8,8
UNIV OF ALA IN BIRMINGHAM		V	II	4	3	3	10	27	27	52	35	18,8	15,5	12,7	8,6
UNV OF ALABAMA HUNTSVILLE		V	II	4	4	3	5	23	36	31	22	18,2	15,0	12,8	9,9
UNIVERSITY OF MONTEVALLO			II	9	10	10	9	24	38	34	7	14,5	11,3	9,9	8,7
UNIV OF SOUTH ALABAMA		V	II	8	7	6	6	37	39	68	67	15,5	13,2	11,6	9,7
ALASKA															
UNIV OF ALASKA			II	1	1	1	1	30	54	79	21	22,1	18,4	14,0	12,3
ARIZONA															
ARIZONA STATE UNIVERSITY		V	I	9	9	8	8	284	256	257	51	18,8	14,9	12,7	9,8
GRAND CANYON COLLEGE		V	II	10	10	10	--	6	12	7	4	11,2	9,4	8,6	----
NORTHERN ARIZONA UNIV		V	II	4	2	2	2	66	94	157	63	14,7	16,0	13,2	10,7
PRESCOTT COLLEGE		V	II	6	4	5	--	12	8	11	5	16,6	14,6	11,9	----
THUNDERBIRD GRAD SCHOOL			II	10	10	10	10	10	10	15	9	12,6	10,8	9,1	7,6
UNIVERSITY OF ARIZONA		V	I					495	280	254	76	18,6	14,7	12,6	9,5
ARKANSAS															
ARKANSAS A&M COLLEGE		V	II	10	10	10	10	19	2	29	25	13,4	10,8	9,3	8,5
ARKANSAS COLLEGE		V	II	--	10	10		3	16	13		----	11,6	9,5	
ARKANSAS POLYTECHNIC COLL		V	II	10	9	9	8	7	30	47	22	13,4	12,2	10,3	9,2
ARKANSAS STATE UNIV		V	II	7	7	6	9	38	68	59	96	16,0	13,5	11,6	8,9
COLLEGE OF THE OZARKS			II	10	10	10	--	8	10	10	2	10,4	9,2	8,3	----
HENDERSON STATE COLLEGE		V	II	9	8	9	9	22	42	42	34	14,4	12,5	10,6	8,8
HENDRIX COLLEGE		V	II	6	6	9	--	14	23	9	3	16,7	13,7	10,6	----
SOUTHERN STATE COLLEGE		V	II	10	9	10	9	16	28	48	20	13,5	11,8	10,3	8,9
STATE COLL OF ARKANSAS		V	II	9	9	8	9	42	25	55	52	14,1	12,0	10,9	8,8
UNIVERSITY OF ARKANSAS		V	I	10	10	10	10	215	151	242	70	17,3	14,6	11,9	9,4
UNIV OF ARK LITTLE ROCK		V	II	7	6	8	8	13	16	70	22	16,3	13,9	10,9	9,0
CALIFORNIA															
AZUSA PACIFIC COLLEGE		V	II	10	10	10	10	11	20	11	7	12,1	10,6	9,2	8,1
BAKERSFIELD COLLEGE		V	III	4	5	5	5	54	78	53	25	17,7	15,3	12,8	10,8
BETHANY BIBLE COLLEGE		V	II	--	--	--	--	3	5	5	5	----	----	----	----
BIOLA COLLEGE		V	II	9	10	10	10	15	21	28	15	13,8	11,3	9,8	8,5
CALIF BAPTIST COLLEGE		V	II	10	10	--	--	10	11	4	2	10,9	9,4	----	----
CALIF INST OF TECHNOLOGY		V	I	1	4	3	5	152	49	38	7	26,0	17,0	13,9	10,3
CALIF LUTHERAN COLLEGE		V	II	8	7	6	9	12	22	29	9	15,3	13,2	11,6	8,9
CSS- BAKERSFIELD		V	II	3	3	6	--	20	17	24	1	18,-	15,2	11,6	----
CSS-DOMINGUEZ HILLS		V	II	3	4	4	--	12	32	92	2	19,7	15,0	12,2	----
CSS-FRESNO		V	II	3	5	4	3	228	251	260	7	19,5	14,6	12,3	10,3
CSS-FULLERTON		V	II	3	3	3	1	110	166	256	15	14,8	15,3	12,6	11,4
CSS-HAYWARD		V	II	4	4	4	1	108	145	213	23	18,2	15,1	12,2	11,0
CCS- LONG BEACH		V	II	3	4	4	3	321	294	401	31	19,9	15,1	12,3	10,6
CSS-LOS ANGELES		V	II	3	3	4	2	296	206	412	21	19,9	15,1	12,4	10,8
CSS-SAN BERNARDINO		V	II	3	4	4	--	20	19	73	3	19,8	15,1	12,4	----
CSS-KELLOGG-VOORHIS		V	II	4	3	5	2	94	134	217	7	18,3	15,2	11,9	11,0
CSS-SAN LUIS OBISPO		V	II	3	3	5	4	149	212	351	17	19,9	15,2	12,2	10,1
CSS-CHICO		V	II	3	4	4	2	137	157	253	13	19,9	14,7	12,3	11,0
CSS-HUMBOLDT		V	II	3	4	5	2	83	77	170	24	19,8	14,9	12,2	10,9
CCS- SACRAMENTO		V	II	3	4	4	1	244	234	244	24	19,8	14,7	12,5	11,0
CSS-SAN DIEGO		V	II	3	5	3	2	368	237	436	16	19,9	14,5	12,7	11,0
CCS- SAN FERNANDO VALLEY		V	II	3	4	4	2	232	194	397	65	19,2	14,7	12,4	10,9
CSS-SAN FRANCISCO		V	II	3	3	4	1	355	262	248	45	20,0	15,2	12,4	11,3
CCS- SAN JOSE		V	II	3	4	4	2	455	262	324	18	19,9	14,9	12,4	10,8
CSS-SONOMA		V	I	3	4	5	--	34	72	183	4	19,5	14,9	12,0	----
CSS-STANISLAUS		V	I	3	4	5	--	31	41	67	2	19,3	14,7	12,1	----
CHAFFEY CMTY COLLEGE		V	III	5	3	5		41	51	22		16,8	15,0	12,7	
CHAPMAN COLLEGE		V	II	4	5	7	6	13	29	39	17	14,1	14,3	11,3	9,6
CLAREMONT MEN'S COLLEGE		V	II	2	3	3	1	18	18	21	9	20,0	15,1	12,7	11,3
CLAREMONT GRADUATE SCHOOL		V	I	1	2	--		32	11	5		26,0	18,0	----	
COLL OF NOTRE DAME	PNA		I												
COMPTON COLLEGE		V	III	5	4	3	3	25	14	21	21	16,9	15,6	14,6	12,1
GOLDEN GATE BAP THEOL SEM		V	II	10	--	--		7	4	3		12,2	----	----	
GOLDEN GATE COLLEGE		V	II		7	--	--		9	2	5		13,4	----	----
HARVEY MUDD COLLEGE		V	II	2	3	3	--	17	18	17	2	21,4	15,4	12,7	----
IMMACULATE HEART COLLEGE		V	II	6	6	7	7	11	18	19	6	16,6	13,7	11,2	9,4
LA VERNE COLLEGE		V	II	9	10	9	--	8	19	15	1	14,1	11,6	10,4	----
LONE MOUNTAIN COLLEGE		V	II	6	9	9	10	7	7	19	11	16,6	12,4	10,6	8,5
LOYOLA UNIV LOS ANGELES		V	II	4	5	7	6	33	41	52	6	18,3	14,3	11,4	9,6
MARYMOUNT COLLEGE		V	II	--	--	10	10	2	4	20	13	----	----	9,8	8,3
MILLS COLLEGE		V	II		4	3	4	20	13	20	10	19,6	15,1	12,9	10,2
MOUNT ST MARY'S COLLEGE		V	II	9	--	10	10	7	3	11	11	14,7	----	9,9	8,2
NAVAL POSTGRADUATE SCHOOL			II	1	1	1		85	89	66		23,3	17,8	14,0	
OCCIDENTAL COLLEGE		V	II	3	2	3	2	37	23	28	20	20,1	16,0	12,7	10,8
OHLONE COLLEGE		V	III	--	5	3	3	1	12	14	11	----	15,3	13,5	11,6
ORANGE COAST COLLEGE		V	III	3	3	2	1	28	56	54	7	18,8	16,9	15,4	13,3
OTIS ART INST OF L A CO			II	8	--	--	--	6	4	5	2	15,7	----	----	----
PACIFIC UNION COLLEGE			II	10	10	10	10	24	29	32	22	9,9	9,1	8,4	7,5
PEPPERDINE COLLEGE		V	II	9	10	10	10	32	15	28	18	13,8	11,7	9,8	7,4
PITZER COLLEGE		V	II	--	3	5	3	4	8	24	8	----	15,2	12,2	10,4
POMONA COLLEGE		V	II	2	2	3	1	34	28	41	10	21,4	16,2	12,7	11,0
SAINT MARY'S OF CALIF		V	II	3	3	5	4	8	13	27	8	19,8	15,8	12,1	10,1
SANTA BARBARA CITY COLL		V	III	5	3	2	2	13	24	34	37	17,3	16,4	14,4	12,7
SCRIPPS COLLEGE		V	II	3	3	5	--	11	10	20	1	20,1	15,4	12,2	----
SIMPSON BIBLE COLLEGE			II	--	--	10	--	2	3	7	1	----	----	5,8	----
STANFORD UNIVERSITY		V	I	2	2	3	7	397	135	163	19	25,0	17,9	14,1	9,9
U S INTERNATIONAL UNIV		V	II	3	3	3	3	30	40	41	43	19,7	15,2	12,6	10,3
UNIVERSITY OF CALIFORNIA		V	I	4	7	7	10	2,194	1,139	2,087	191	23,3	15,9	12,8	8,8
UNIV OF THE PACIFIC		V	II	4	4	4	4	72	77	76	8	18,0	14,9	12,3	10,0
UNIVERSITY OF REDLANDS		V	II	3	4	6	7	39	28	54	9	19,0	14,8	11,7	9,4
U SAN DIEGO C FOR MEN		V	II	9	7	8	--	11	15	13	5	14,8	13,3	11,1	----
U SAN DIEGO C FOR WOMEN		V	II	--	9	9	--	4	16	15	4	----	12,4	10,4	----

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL BANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HQ	MDN	LQ	
10.2	11.3	11.9	----	15.1	2.0	2.0	----				----	10,4	8,8	7,8	509
5.9	6.6	6.3	6.2	3.9	4.6	5.3	5.2					14,7	12,4	10,3	796
19.5	18.2	13.8	----	4.8	6.2	6.6	----				----	12,0	10,5	9,3	1,012
4.3	5.3	5.8	6.2									11,3	9,8	9,0	503
----	----	8.0	----	----	----	8.6	----	----	----	8.0	----	11,2	10,4	9,8	693
----	8.4	8.1	7.8	----	21.1	22.2	14.3	----	8,5	8,0	6,5	11,4	9,4	8,1	732
7.1	8.5	7.4	8.4	4.5	5.8	8.1	6.8					10,0	8,9	8,0	968
10.0	10.3	10.7	11.0	9.6	6.5	11.6	23.3	12,5	10,0*	8,5*	6,5*	12,8	10,1	8,2	1,024
5.6	6.9	8.1	10.8	2.6	2.0	3.5	.2					15,5	13,3	11,2	565
5.2	5.2	6.4	8.8	.5	1.9	4.5	3.2					15,4	12,3	9,8	642
4.6	5.6	5.9	5.9	3.8	5.7	5.3	5.1					15,3	13,1	10,6	853
4.7	6.1	6.4	6.7	.7	2.0	1.9	1.6		9,5	8,5	8,0	12,4	10,5	9,2	525
7.1	7.4	7.1	7.9	3.7	4.5	4.6	4.7					12,6	10,9	9,5	602
2.6	3.2	4.2	4.8	15.4	17.9	16.6	15.7					18,7	15,1	13,1	1,360
7.6	8.3	8.8	10.1	5.1	5.7	6.0	6.1	12,0	10,5	8,5	7,0	15,7	13,7	11,9	567
15.8	13.3	12.3	----	9.9	8.9	8.5	----	8,5	7,2	6,7	----	9,2	8,2	7,7	331
7.7	8.2	8.9	9.8												
10.6	11.5	12.8	----	6.4	10.1	5.7	----				----	14,0	12,4	10,4	1,671
5.7	6.7	7.5	8.0					10,4	9,2	7,5*	5,8	10,6	8,9	7,7	584
8.4	9.2	9.7	10.8									16,4	13,8	11,7	758
10.2	11.2	11.7	11.8									9,8	8,8	7,5	567
----	16.2	18.2		----	10.0	10.0		----				10,8	9,2	7,8	884
7.1	9.6	10.9	11.2	8.7	7.6	7.9	6.9					10,8	9,5	8,4	467
9.9	10.5	11.3	12.0	6.6	7.2	7.6	5.4					13,1	10,4	8,1	563
4.5	5.0	5.2	----	3.7	4.3	8.0	----				----	9,3	8,3	7,5	461
10.3	10.9	11.5	11.6	5.8	7.8	8.0	7.6					11,8	10,7	8,0	569
13.7	18.3	9.0	----	7.5	6.4	6.7	----				----	13,7	11,5	10,6	683
12.3	13.1	13.2	13.4	4.3	5.4	6.3	5.1	9,6	8,4	7,8	7,4*	10,6	9,6	8,4	627
9.8	10.3	10.8	11.2	4.0	3.3	2.8	2.3					12,0	10,0	8,4	487
10.2	7.8	9.2	10.9	6.1	5.6	6.3	6.2					15,3	12,5	10,6	807
9.8	10.4	9.8	8.6	7.4	9.5	6.6	6.6					11,9	10,5	8,7	390
14.9	17.2	18.3	16.5	11.5	11.1	13.4	9.9					9,6	9,1	7,5	572
9.3	9.5	9.8	10.1	3.1	3.1	3.1	3.1	15,2	12,7	10,6*	8,2	15,3	13,5	11,8	509
----	----	----	----	----	----	----	----	----	----	----	----	9,1	7,5	7,0	361
9.7	11.5	9.7	7.2	5.6	3.1	7.1	5.8	8,8	8,8	7,6	6,8	11,2	9,4	8,5	577
11.4	10.8	----	----	3.1	4.1	----	----	9,9*	8,4	----	----	9,9	8,4	8,1	416
21.0	16.8	17.1	12.3	7.1	11.5	11.8						21,3	18,1	13,8	3,534
14.8	16.1	17.4	9.9	7.1	6.7	6.8	7.0	11,5	9,5	8,0	7,0	11,9	10,8	9,7	842
9.5	10.4	11.6	----				----	15,0	11,8	9,3	----	15,8	13,6	10,3	1,117
9.5	10.4	11.6	----				----	15,0	11,8	9,3	----	13,0	11,3	10,8	871
9.5	10.4	11.7	12.5					15,0	11,8	9,3	8,5	16,6	13,0	11,3	909
9.5	10.4	11.7	12.5					15,0	11,8	9,3	8,5	14,8	12,4	11,3	773
9.5	10.4	11.7	12.5					15,0	11,8	9,3	8,5	15,0	12,4	10,8	747
9.5	10.4	11.6	12.5					15,0	11,8	9,3	8,5	16,6	13,0	11,3	827
9.5	10.4	11.7	12.5					15,0	11,8	9,3	8,5	16,6	12,4	11,3	921
9.5	10.4	11.6	----				----	15,0	11,8	9,3	----	13,6	11,9	10,3	751
9.5	10.4	11.6	12.5					15,0	11,8	9,3	8,5	15,0	11,9	11,3	808
9.5	10.4	11.7	12.5					15,0	11,8	9,3	8,5	15,0	11,9	11,3	909
9.5	10.4	11.6	12.5					15,0	11,8	9,3	8,5	15,0	11,9	11,3	836
9.5	10.4	11.6	12.5					15,0	11,8	9,3	8,5	15,0	11,9	10,8	974
9.5	10.4	11.6	12.5					15,0	11,8	9,3	8,5	16,6	13,0	11,3	908
9.5	10.4	11.7	12.5					15,0	11,8	9,3	8,5	17,4	12,8	11,3	819
9.5	10.4	11.7	12.5					15,0	11,8	9,3	8,5	15,8	11,9	11,3	736
9.5	10.4	11.7	12.6					15,0	11,8	9,3	8,5	18,1	14,3	11,5	1,048
9.5	10.4	11.7	12.5					15,0	11,8	9,3	8,5	18,3	14,3	11,3	902
9.5	10.4	11.6	----				----	15,0	11,8	9,3	----	13,6	11,3	10,8	910
9.5	10.4	11.7	----				----	15,0	11,8	9,3	----	15,0	11,9	10,8	849
5.9	6.0	6.8		6.8	6.4	8.5						16,1	15,6	13,6	321
10.5	11.4	12.6	13.2	8.1	7.4	7.1	8.5	14,0*	11,0	8,0	7,0	13,5	10,9	9,0	789
15.3	16.6	17.5	18.2	6.6	9.4	8.8	8.8					15,1	12,3	10,7	1,220
15.8	17.6	----	----	6.9	5.5	----	----	15,0	13,0	----	----	19,2	16,6	15,9	1,961
6.1	5.6	6.3	5.8	6.1	6.5	12.0	9.5					15,5	14,0	12,5	266
15.9	----	----		6.5	----	----			----	----		10,7	10,0	9,3	
	12.4	----	----		9.6	----	----		10,5	----	----	12,5	10,5	9,0	190
16.4	17.9	18.6	----	7.8	7.0	5.9	----				----	15,4	12,7	11,3	2,239
13.6	12.3	9.9	7.6	5.0	6.1	5.1	5.0	13,3*	10,8*	8,1	6,6	13,0	11,0	9,8	1,303
10.2	10.6	9.1	----	9.8	9.8	9.4	----	11,0	9,4*	7,5	----	11,3	10,2	9,5	566
10.0	11.5	12.4	13.3	8.0	9.5	11.5	10.5	12,9	10,1	7,8	6,8	11,5	9,5	8,0	906
8.7	8.9	8.5	9.1	8.1	15.3	13.0	9.4					14,8	12,0	10,0	563
----	----	6.5	5.6	----	----	6.1	10.0	----	----	----					
13.5	14.4	15.1	9.2	7.4	7.7	7.5	8.7	15,4	12,0	10,1	8,8	15,9	12,6	10,8	1,027
8.9	----	8.0	7.5	5.2	----	4.3	4.9	12,5	----	8,6*	7,0	10,8	[illegible]	8,0	361
7.0	7.9	8.0		7.8	8.1	9.3		16,6	12,4	9,7		20,3	16,8	14,2	
17.1	17.9	19.3	14.1	6.6	7.0	7.6	8.0	14,0	11,7	9,0	8,5*	15,2	12,8	10,2	964
----	7.0	7.7	9.2	----	6.8	7.2	7.1	----				11,8	12,0	11,0	286
6.5	6.8	7.1	7.7	7.5	12.8	9.2	12.5	13,2	11,9	9,5	8,3	16,2	14,7	12,7	543
.5	----	----	----	9.7	----	----	----	12,8	----	----	----	15,7	12,5	10,0	1,312
15.7	15.7	15.6	15.1	14.9	13.4	10.8	12.1	6,6	6,3	5,7	5,1	8,4	7,8	6,8	523
12.2	13.1	14.6	10.7	11.8	12.0	10.5	13.6	9,9	7,7	7,0	5,5	11,5	9,5	8,0	564
----	17.3	18.8	19.8	----	8.0	9.3	9.6	----	11,9	9,2	7,8	11,8	10,5	9,5	928
16.0	17.2	15.8	11.7	11.4	11.2	11.7	11.4					17,0	13,0	10,8	1,407
11.2	12.1	11.1	8.1	8.0	5.9	9.6	8.3	16,2	12,0	9,8	8,6	14,2	11,6	10,1	683
5.6	5.6	5.9	6.1	7.0	8.5	10.7	12.6					15,8	14,3	12,3	392
18.2	18.1	18.6	----	5.8	8.3	7.2	----				----	15,5	11,5	10,5	1,153
----	----	9.1	----	----	----	6.6	----	----	----	5,0	----	6,1	5,8	5,7	351
15.9	16.2	16.1	18.5	3.4	9.3	6.4	5.9					21,8	17,5	13,7	1,322
9.1	11.6	7.7	6.5	8.4	12.0	11.4	7.2					14,9	11,5	10,5	
11.9	12.2	12.4	12.9					16,1*	13,1*	10,2*	8,8*	18,2	13,7	11,3	1,043
12.2	12.3	9.8	6.5	13.9	12.5	14.3	13.1					15,0	13,0	11,0	903
17.4	14.9	13.6	11.5	6.6	12.6	10.6	11.6					14,3	12,0	10,1	1,083
10.2	11.8	12.0	----	9.4	9.8	7.5	----	12,5	9,0	8,0	----	12,8	11,3	9,6	
----	10.6	9.8	----	----	13.0	12.4	----	----	9,0	8,0	----	12,3	9,9	9,0	

NAME OF INSTITUTION	(1) (2) NOTES RET.	(3) INST. CATE-GORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
			PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
CALIFORNIA (CONTINUED)														
UNIV OF SAN FRANCISCO	V	II	3	3	4	3	46	41	100	41	19,9	15,2	12,5	10,4
UNIVERSITY OF SANTA CLARA	V	II	2	2	3	6	40	38	73	6	20,3	16,0	12,8	9,7
UNIV OF SOUTHERN CALIF	V	I	6	6	3	3	266	207	222	47	21,0	16,1	13,8	11,2
WHITTIER COLLEGE	V	II	3	3	5	2	17	14	29	29	19,2	15,2	12,1	10,8
COLORADO														
ADAMS STATE COLLEGE	V	II	8	7	8	8	23	39	56	11	15,9	13,1	11,2	9,2
COLORADO COLLEGE	V	II	3	5	5	2	41	35	39	10	19,7	14,6	12,1	10,7
COLORADO SCHOOL OF MINES	V	I	9	9	7	7	37	41	39	6	18,7	14,9	12,8	10,0
FORT LEWIS COLLEGE	V	II	8	7	7	8	6	20	42	17	15,0	13,4	11,5	9,1
ILIFF SCHOOL OF THEOLOGY	V	II	--	--	--		5	3	4		----	----	----	
LORETTO HEIGHTS COLL	V	II	10	10	10	10	11	16	20	18	13,1	11,0	9,1	8,6
METROPOLITAN STATE COLL	V	II	7	8	8	9	43	35	140	13	16,0	12,9	11,2	8,9
REGIS COLLEGE	V	II	--	9	9	9	4	6	30	14	----	12,4	10,5	9,3
SOUTHERN COLO ST COLL	V	II	7	6	7	8	23	86	127	62	16,3	13,8	11,3	9,2
TEMPLE BUELL COLLEGE	V	II	4	7	7	10	20	11	36	7	19,7	13,4	11,5	8,5
UNIV COLO-BOULDER	V	I	8	8	9	9	360	225	234	58	19,6	15,2	12,6	9,5
UNIV COLO-COLO SPRINGS	V	I	9	9	9	--	7	13	23	1	18,6	14,8	12,4	----
UNIV OF COLO-DENVER	V	I	10	10	9	8	14	31	70	10	17,9	14,3	12,6	9,8
UNIVERSITY OF DENVER	V	I	9	10	10	10	136	132	130	53	11,1	14,3	11,8	9,3
UNIV OF NORTHERN COLORADO	V	II	7	7	8	8	75	84	154	108	16,4	13,5	11,2	9,1
WESTERN STATE COLLEGE	V	II	5	6	8	7	25	39	61	15	17,1	13,7	11,1	9,5
CONNECTICUT														
ALBERTUS MAGNUS COLLEGE	V	II	8	--	8	6	6	4	10	7	15,7	----	11,1	9,6
CENTRAL CONN STATE COLL		II	3	2	2	1	61	75	171	75	19,8	16,0	13,4	12,1
CONNECTICUT COLLEGE	V	II	3	4	5	3	33	30	48	21	19,2	15,1	11,9	10,3
EASTERN CONN STATE COLL		II	3	3	2	1	16	14	34	13	14,2	15,7	13,3	11,6
FAIRFIELD UNIVERSITY	V	II	6	3	4	2	13	34	60	16	16,8	15,1	12,5	10,9
HOUSATONIC CMTY COLLEGE		III		--	5	3		3	21	23		----	12,8	11,0
MANCHESTER CMTY COLLEGE		III		5	5	4		7	36	27		15,1	12,7	11,4
NEW ENGLAND INSTITUTE	V	II	--	--	--		3	5	1		----	----	----	
NORWALK COMMUNITY COLLEGE		III	--	--	3	3	4	3	37	31	----	----	13,4	11,7
POST JUNIOR COLLEGE	V	III	--		4	--	1		13	4	----		10,4	----
QUINNIPIAC COLLEGE	V	II	3	3	3	2	11	25	56	33	13,3	15,3	12,3	10,8
SACRED HEART UNIV	V	II	8	8	9	7	7	13	29	16	15,2	12,7	10,5	9,4
SOUTHERN CONN STATE COLL		II	3	3	2	1	85	66	212	70	19,1	15,8	13,5	11,9
TRINITY COLLEGE	V	II	3	5	5	4	38	38	31	14	19,6	14,5	12,1	10,2
U S COAST GUARD ACAD	V	II	--	1	1		5	20	13		----	17,2	13,6	
UNIVERSITY OF BRIDGEPORT	V	II	3	3	2	1	47	66	151	56	19,6	15,8	13,2	10,4
UNIVERSITY OF CONNECTICUT		I	2	2	3	1	304	351	359	123	24,9	17,4	13,9	11,6
UNIVERSITY OF HARTFORD	V	II	3	2	2	2	45	62	95	70	19,0	16,0	13,2	11,0
UNIVERSITY OF NEW HAVEN	V	II	7	4	3	2	10	30	51	13	16,1	14,4	12,9	10,9
WESLEYAN UNIVERSITY	V	II	1	1	1	1	59	43	36	12	26,3	19,1	15,4	12,1
WESTERN CONN STATE COLL		II	3	2	2	1	16	33	84	40	19,1	16,2	13,3	11,7
YALE UNIVERSITY	V	I	1	1	6	4	148	151	271	31	24,5	17,4	13,2	10,8
DELAWARE														
DELAWARE STATE COLLEGE		II	7	7	8	6	14	7	40	24	16,2	13,5	11,1	[illegible]
UNIV OF DELAWARE	V	I	5	5	6	4	115	120	208	102	21,2	16,5	13,2	[illegible]
WESLEY COLLEGE	V	III	10	10	10	10	7	7	23	9	11,0	11,1	10,6	7,8
DISTRICT OF COLUMBIA														
AMERICAN UNIVERSITY	V	I	5	6	4	1	104	92	136	25	[illegible]	16,[illegible]	11,6	12,1
CATHOLIC UNIVERSITY	V	I	6	9	10	9	90	108	132	5	21,1	14,	11,6	9,6
D C TEACHERS COLLEGE	V	II	1	2	1	3	25	11	48	--	22,5	16,1	14,2	10,3
DUNBARTON C OF HOLY CROSS	V	II	--	10	10	10	4	7	10	11	----	10,7	9,5	8,1
FEDERAL CITY COLL	V	II	1	1	1	2	32	54	114	52	23,1	17,3	11,9	11,0
GALLAUDET COLLEGE	V	II	2	4	5	6	17	43	33	37	23,4	14,8	12,0	9,7
GEORGE WASHINGTON UNIV	V	I	3	6	8	7	154	131	113	25	24,9	16,0	12,7	9,9
GEORGETOWN UNIVERSITY	V	I	7	5	9	6	81	80	108	61	20,9	[illegible]	12,5	10,1
HOWARD UNIVERSITY	V	I	5	5	4	8	131	82	106	176	22,2	16,6	13,7	9,9
MOUNT VERNON COLLEGE	V	III	7	8	--	--	6	8	5	2	15,2	13,2	----	----
TRINITY COLLEGE	V	II	8	8	8	8	8	13	15	6	15,2	12,5	10,9	9,1
FLORIDA														
BARRY COLLEGE	V	II	8	10	8	9	10	10	24	28	15,2	11,5	10,9	8,8
BREVARD JUNIOR COLLEGE		III	10	9	8	7	22	35	81	39	13,9	12,4	11,3	9,9
EMERY-RIDDLE AERO UNIV	V	II	--	9	10	3	3	15	10	7	----	11,9	10,2	10,3
FLORIDA A&M UNIVERSITY		II	6	6	7	8	50	69	90	47	16,5	13,7	11,2	9,3
FLORIDA ATLANTIC UNIV		II	4	5	3	9	65	60	97	28	13,3	14,1	12,7	9,0
FLORIDA MEMORIAL COLL		II	10	10	10	10	6	6	11	18	11,2	10,5	9,6	8,1
FLORIDA PRESBYTERIAN COLL	V	II	3	4	3	--	28	18	20	3	14,9	14,6	12,7	----
FLORIDA STATE UNIVERSITY		I	7	8	10	10	333	239	450	141	20,6	15,4	12,1	8,8
FLORIDA TECHNOLOGICAL U		II	4	4	5	6	26	80	123	26	17,9	14,8	11,9	9,6
JACKSONVILLE UNIVERSITY	V	II	9	9	10	10	19	32	52	10	18,6	14,2	10,1	7,9
MARYMOUNT COLLEGE		III	--		9	9	2		6	17	----		11,1	9,3
NEW COLLEGE	V	II		2	3	6	10	6	19	7	21,8	16,6	12,9	9,7
NORTH FLORIDA JR COLL		III	--	--	10	10	2	5	25	34	----	----	9,3	8,7
PENSACOLA JUNIOR COLLEGE		III	7	9	9	10	18	29	67	125	15,3	13,0	10,8	8,5
ROLLINS COLLEGE	V	II	5	4	6	6	16	20	28	10	17,1	14,6	11,6	9,7
SAINT LEO COLLEGE		II	9	7	9	9	7	11	26	21	13,8	11,3	10,3	8,9
STETSON UNIVERSITY	V	II	8	7	7	10	40	20	43	20	14,8	13,2	11,5	7,8
UNIVERSITY OF FLORIDA		I	9	9	9	8	513	406	606	68	19,0	14,9	12,4	9,8
UNIVERSITY OF MIAMI	V	I	5	6	5	5	195	139	190	27	22,2	16,3	13,4	10,4
UNIV OF SOUTH FLORIDA		II	4	4	4	6	112	184	297	39	18,7	14,8	12,1	9,6
U OF S FLA ST PTRSBG CAMP		II		3	6	--		7	9	1		15,2	11,8	----
UNIVERSITY OF TAMPA	V	II	9	10	10	9	22	19	36	11	14,2	11,5	10,1	8,8
UNIV OF WEST FLORIDA		II	4	5	4	5	38	54	111	8	17,9	14,6	12,5	9,9
GEORGIA														
AGNES SCOTT COLLEGE	V	II	8	6	7	9	23	13	34	6	15,7	13,8	11,6	9,3
ALBANY STATE COLLEGE		II	9	8	8	7	13	15	55	35	14,6	12,6	11,0	9,3
AUGUSTA COLLEGE		II	7	7	8	7	13	29	42	21	16,2	13,2	11,1	9,5
BERRY COLLEGE	V	II	8	8	9	--	16	14	32	5	15,5	12,6	10,5	----
BRENAU COLLEGE		II	10	--	10	10	16	1	17	8	13,1	----	8,9	8,0
BRUNSWICK JUNIOR COLLEGE		III	--	10	10	10	1	14	13	6	----	11,9	10,0	8,7
COLUMBUS COLLEGE		II	9	8	6	8	6	30	64	12	14,3	13,0	11,8	9,2
EMORY UNIVERSITY	V	I	6	6	8	5	77	66	73	34	21,3	16,0	12,6	10,2
GAINESVILLE JUNIOR COLL	V	III		--	10	9		3	16	15		----	10,2	9,3
GA COLL AT MILLEDGEVILLE	V	II	5	8	6	6	22	29	35	18	17,1	13,0	11,5	9,6
GEORGIA INST OF TECH		I	9	8	10	9	160	168	127	35	19,0	15,1	12,4	9,5

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HO	MON	LW	
9.4	10.6	11.7	12.9	12.5	12.5	13.1	13.4	15,4*	12,2*	9,6	8,7	14,4	11,8	10,2	611
11.0	12.2	13.3	13.3									15,5	12,4	10,7	598
10.7	11.5	12.0	12.9									17,4	14,4	12,1	1,114
11.3	14.0	11.5	13.9	7.2	11.4	6.4	6.2	13,4	11,2	8,0	7,7	11,5	10,6	9,4	552
9.9	10.2	10.4	10.7	7.5	8.6	7.9	17.7	14,0*	11,1*	8,9	7,2	12,6	11,1	9,8	532
15.2	14.9	15.2	15.5	7.7	9.2	8.8	9.8	14,3	11,5	9,6	8,5	16,0	12,2	10,5	1,086
9.6	9.9	10.2	9.5	8.8	9.6	8.2	2.6					16,1	13,3	12,2	1,043
8.0	8.0	8.0	8.0	6.2	8.5	6.7	7.5					12,1	10,7	9,5	477
5.8	10.8	8.8	9.5	10.0	12.3	13.9	10.9					15,5	13,0	11,5	1,400
9.7	9.7	10.1	10.3	10.9	9.6	9.7	9.4	14,0	11,1	8,9	7,2	10,3	8,5	8,1	804
----	10.4	9.9	9.3	----	4.0	13.1	9.5	----				11,7	10,7	9,8	885
10.1	10.5	10.6	11.0	9.2	7.4	6.5	7.7	14,0	11,1	8,4	7,2	10,7	9,5	8,8	
11.8	13.2	12.4	9.6			6.4						12,1	10,4	9,3	629
9.3	10.0	8.4	6.2	6.7	8.0	7.9	8.1					13,4	10,9	9,7	1,148
9.4	10.1	8.4	----	7.0	8.3	6.7	----				----	16,9	13,3	11,4	784
9.5	10.2	9.4	6.0	7.1	7.1	8.4	6.2					14,4	12,5	11,1	426
10.3	10.2	8.6	8.1	8.3	8.7	6.3	11.6					11,3	11,8	10,4	424
9.7	9.7	9.7	9.7	8.5	9.1	9.1	9.5	14,0*	11,1*	8,9*	7,2*	15,3	12,5	10,5	934
9.5	9.8	9.9	9.9	9.2	9.0	7.9	8.0	14,0	11,1	8,9	7,2	12,6	10,4	9,1	445
												11,5	10,7	9,6	532
11.4	----	9.1	7.6	11.6	----	10.0	8.6	12,5	----	9,5	8,5	12,5	10,2	9,5	549
4.9	6.0	7.1	7.9	9.9	9.9	10.4	9.3	1,1	13,8	11,3	10,2	14,9	12,3	11,2	824
19.0	20.0	18.7	16.2	7.0	7.1	9.0	8.5					14,4	11,9	10,8	1,201
5.2	6.4	7.6	8.7	10.0	10.6	10.2	10.0	10,1	13,8	11,3	9,2	14,4	11,0	11,4	744
10.5	10.1	9.1	8.7	12.5	13.0	13.3	12.7					14,4	11,5	11,1	
	----	7.4	8.2		----	11.0	11.8			----	11,3	10,2	12,3	11,1	10,1	376
	4.5	4.7	6.3			10.1	10.3	10.7		13,8	11,3	10,2	12,5	11,6	10,6	471
----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	------
----	----	6.9	7.9	----	----	9.6	9.9	----	----	11,3	10,2	12,5	12,8	10,5	711
----		8.7	----	----		14.2	----	----			----	10,0	9,1	7,4	464
13.0	11.8	11.7	10.5	10.0	12.5	10.2	10.4	14,5	11,6	9,3	8,1	13,0	11,2	10,1	741
8.9	11.4	12.5	11.8	5.1	4.7	5.1	5.3					14,7	11,1	9,5	410
5.1	6.1	7.1	8.0	9.5	10.5	10.1	10.2	10,1	13		10,2	14,4	11,8	11,8	736
14.7	14.7	14.8	11.2	7.3	8.1	7.7	9.0	11,5*	10,7		8,0	14,7	12,3	11,0	1,149
----	7.8	8.7		----	8.6	9.2		----				14,7	12,1	11,6	
10.0	11.3	12.7	14.7	13.6	12.1	11.4	11.0	13,0	11,0	8,9	7,9	14,2	12,2	10,5	
3.9	5.4	6.9	8.1	10.7	11.4	11.5	4.4	17,0	14,0	10,0	8,0	20,1	15,5	12,9	
9.8	10.7	10.7	8.9	18.1	16.3	18.0	16.1					15,1	12,9	11,4	1,054
13.4	14.0	15.0	15.4					12,0	10,0	9,0	8,0	13,0	11,6	10,3	541
21.9	21.1	21.0	21.4	15.1	15.9	16.2	13.1	14,0	14,8	10,5	9,3	14,5	11,4	11,6	2,744
4.5	5.7	6.6	7.6	7.8	10.1	9.6	10.4	16,1	13,8	11,3	8,2	14,4	12,5	11,4	930
15.2	16.9	17.0	7.4	8.1	7.7	9.0	6.7	17,5	13,9	10,0	9,5	24,0	19,0	11,5	2,312
5.0	5.8	6.9	7.7	7.2	12.3	8.4	10.5	11,0	10,5	8,5	7,5	12,8	10,3	9,4	717
11.7	13.1	12.3	11.9	7.5	8.9	9.2	8.0					15,5	12,5	10,5	424
11.3	11.9	12.4	2.6	9.6	6.0	5.8	5.0	10,8	8,0	7,5	6,5	10,3	9,9	8,5	553
14.7	15.6	15.7	16.5	10.2	11.7	12.1	13.7					17,8	13,5	11,5	815
10.1	10.7	8.6	7.0					15,2	11,0	8,5	7,2	15,1	12,3	10,8	
6.5	6.5	6.5	6.5	1.8	5.3	1.3	2.6	15,5	12,4	9,7	7,4	15,5	13,4	11,5	746
----	2.1	8.6	4.9	----	6.5	5.5	4.1	----	9,0	8,0*	6,8	10,5	9,2	7,9	920
10.7	12.8	14.8	17.5	3.4	4.7	5.1	4.7	15,5	12,4	9,7	7,4	14,4	12,3	10,4	
8.0	8.0	8.0	8.0	10.0	10.1	12.3	11.7	14,0	12,7	10,5	8,2	14,4	11,5	9,7	1,735
12.8	14.3	15.5	16.7	11.1	8.4	7.2	10.3					17,3	14,3	11,4	722
7.9	8.8	9.0	9.2	9.6	10.0	12.2	11.4					16,7	13,8	11,6	735
12.5	13.0	13.8	14.0					15,0	12,0	9,5	7,5	14,4	12,0	9,9	436
11.7	13.4	----	----	18.7	18.9	----	----	13,0	10,9	----	----	11,3	11,5	10,1	461
10.5	11.6	10.1	8.7	1.9	9.1	4.1	4.8	12,5	10,0	9,0	8,0	12,5	10,2	9,3	715
9.1	10.3	10.8	11.6									11,3	9,3	7,5	
7.0	6.9	7.5	7.9	5.3	5.3	5.3	4.4					11,4	10,5	9,5	538
----	9.5	8.7	11.7	----				----				11,2	10,1	9,8	334
2.9	3.6	4.3	5.1	4.8	6.0	4.1	5.8					14,5	11,6	10,2	744
				6.2	6.7	4.7	3.7					16,1	14,6	11,3	790
5.3	5.7	6.2	7.0	1.5	3.9	7.3	7.4	9,5*	8,0	8,0*	7,0*	9,3	8,7	8,2	521
14.1	15.1	15.8	----	8.4	5.8	6.7	----	13,0	10,0	8,5	----	15,5	13,4	11,5	1,044
2.3	3.1	3.9	5.0									17,1	13,7	11,2	1,141
				7.3	7.2	6.8	5.5					14,6	12,5	11,0	850
9.1	10.4	10.1	7.8	5.2	5.9	5.1	4.4					11,1	11,5	9,7	445
----		5.9	6.8	----		7.4	10.3	----				10,4	8,8	7,5	687
18.5	13.0	10.6	7.7	7.0	9.7	8.4	7.0					15,5	12,3	10,5	1,284
----	----	5.5	5.4	----	----			----	----	8,3	8,0	8,1	8,4	8,1	645
4.0	4.7	5.6	6.5	18.4	17.8	18.1	14.2					11,1	9,3	7,9	915
11.3	12.8	10.7	7.3	5.0	9.2	6.5	4.2					12,7	11,3	9,4	448
6.1	6.3	6.4	8.5	5.6	5.4	6.1	9.1	13,3*	10,5	8,0*	7,2*	11,3	9,1	8,0	411
15.6	16.2	17.2	20.7	4.6	5.3	8.5	3.8								843
2.5	3.2	3.9	4.9	5.9	5.6	6.4	7.3					16,7	14,1	11,7	1,476
22.6	18.8	17.8	20.3	9.2	10.5	10.8	11.7					16,4	13,5	11,4	719
2.6	3.2	3.9	5.0	8.5	9.8	8.5	10.7	15,0	11,5	3,0	7,5	15,1	12,0	11,4	633
	3.2	4.1	----			3.4	----				----	10,6	12,3	10,5	342
9.2	9.5	9.6	8.7	7.9	9.2	7.6	10.9	9,5	7,5	7,0	6,0	11,7	9,7	9,4	446
2.7	3.3	3.9	5.0	7.5	6.8	6.8	8.9					14,8	12,7	11,7	998
13.8	14.0	8.9	8.0	7.9	7.3	6.9	5.3					13,4	11,0	10,5	1,421
4.4	5.1	5.8	6.6	2.3	3.8	3.3	4.5					11,3	10,2	9,2	668
3.5	4.3	5.2	5.8	3.5	5.7	7.0	12.8					13,4	10,4	9,7	538
9.2	10.7	11.4	----	3.7	7.1	6.8	----				----	12,5	10,4	9,0	834
6.6	----	5.8	6.0	1.7	----	1.2	2.4	----	----			12,0	9,8	7,5	738
----	6.3	7.4	7.8	----	4.0	6.2	4.8	----				11,0	9,4	8,8	873
4.4	4.9	5.4	6.5	3.9	2.3	2.9	2.3					13,2	11,7	9,7	641
10.9	11.8	12.6	5.5	7.1	8.9	8.9	11.5					16,6	13,8	11,8	1,552
	----	6.1	6.4		----	3.5	4.0		----			10,1	8,2	8,1	420
11.2	12.3	12.8	13.6	3.9	4.0	4.2	6.4					12,4	10,3	9,2	751
3.5	4.5	5.5	6.5	3.6	3.0	2.7	1.4					15,7	14,1	12,8	923

NAME OF INSTITUTION	(1) (2) NOTES	(3) INST. CATEGORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
			PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
GEORGIA (CONTINUED)														
GEORGIA SOUTHWESTERN COLL		II	9	5	5	5	9	10	82	27	14,7	14,1	12,1	10,0
GEORGIA STATE UNIVERSITY		II	4	5	3	7	112	134	258	71	14,4	14,4	12,8	9,4
KENNESAW JUNIOR COLLEGE		III		--	9	8		3	25	27		----	11,1	9,8
MERCER UNIVERSITY	V	II	8	6	6	7	29	21	27	28	15,3	13,8	11,7	9,4
MIDDLE GEORGIA COLLEGE		III	10	10	10	10	12	17	30	30	12,8	11,5	10,5	9,0
NORTH GEORGIA COLL		II	7	8	9	--	10	16	28	5	16,2	13,1	10,7	----
PAINE COLLEGE	V	II		10	10	10		10	15	17		10,6	9,5	8,4
REINHARDT COLLEGE	V	III	--		10	--	1		10	5	----		9,9	----
SAVANNAH STATE COLL		II	9	8	10	9	25	16	31	17	14,3	13,0	9,5	8,3
SOUTH GEORGIA COLLEGE		III	--	10	10	10	2	15	24	13	----	11,1	10,1	8,9
UNIVERSITY OF GEORGIA		I	8	7	6	8	400	351	527	202	20,1	15,4	13,2	9,6
VALDOSTA STATE COLLEGE		II	8	8	8	8	30	42	77	14	15,1	12,7	10,9	9,1
WESLEYAN COLLEGE	V	II	10	10	10	--	10	21	8	4	12,9	10,4	9,6	----
WEST GEORGIA COLLEGE		II	5	5	6	9	28	36	138	52	17,1	14,3	11,7	9,8
HAWAII														
CHAMINADE C OF HONOLULU	V	II	--	10	9	10	1	6	13	13	----	11,8	10,6	9,6
UNIVERSITY OF HAWAII	V	I	3	3	2	3	286	235	370	177	24,4	17,6	14,4	11,0
IDAHO														
BOISE STATE COLLEGE		II	8	7	8	9	19	49	112	57	15,1	13,2	11,1	9,0
NORTHWEST NAZARENE COLL	V	II	10	10	10	--	22	6	23	5	11,5	10,3	8,3	----
ILLINOIS														
AUGUSTANA COLLEGE	V	II	6	7	7	3	22	21	28	25	16,5	13,5	11,5	10,3
BARAT COLLEGE	V	II	6	6	6	4	6	6	10	12	16,6	13,9	11,7	10,1
BLACK HAWK COLL MAIN CAMP	V	III	3	3	3	3	6	28	35	39	19,0	16,1	14,0	11,8
BLACK HAWK COLL EAST CAMP	V	III		--	--	5		2	3	12		----	----	10,4
BRADLEY UNIVERSITY	V	II	5	3	3	4	57	75	124	60	17,3	15,7	12,8	10,1
CHICAGO STATE COLLEGE	V	II	2	2	3	4	39	41	120	35	20,5	16,2	12,9	10,1
CITY COLLEGES OF CHICAGO	V	III	2	2	2	2	93	243	505	241	20,6	17,9	14,8	12,5
COLLEGE OF ST FRANCIS	V	II	9	--	9	9	6	2	14	12	14,4	----	10,6	9,1
DE PAUL UNIVERSITY	V	II	4	3	3	3	40	58	119	36	14,1	15,3	12,8	10,4
EASTERN ILL UNIV	V	II	3	2	3	5	107	114	209	83	17,9	14,5	12,8	9,9
ELMHURST COLLEGE	V	II	5	5	5	7	15	16	75	10	17,6	14,5	11,8	9,5
EUREKA COLLEGE	V	II	8	10	9	--	7	6	19	4	14,3	11,7	10,5	----
GEORGE WILLIAMS COLLEGE	V	II	3	3	5	--	7	10	24	3	11,1	15,3	12,1	----
GREENVILLE COLLEGE	V	II	10	10	10	--	9	21	16	4	12,2	10,5	9,5	----
ILLINOIS COLLEGE	V	II	7	8	8	--	9	17	12	2	16,0	12,4	10,7	----
ILLINOIS INST OF TECH	V	I	6	6	7	8	78	81	86	55	21,5	16,0	12,4	9,7
ILLINOIS STATE UNIV	V	II	3	1	2	6	135	155	316	122	20,2	16,4	13,2	9,7
ILLINOIS WESLEYAN UNIV	V	II	6	6	5	5	25	27	52	11	16,7	13,9	11,9	9,9
KNOX COLLEGE	V	II	1	2	3	3	22	20	33	21	23,5	16,2	12,7	10,6
LAKE FOREST COLLEGE	V	II	1	2	2	4	23	19	31	14	24,0	16,5	13,1	10,5
LEWIS COLLEGE	V	II	9	8	9	6	9	8	27	24	11,1	13,0	10,6	9,7
LINCOLN COLLEGE	V	III	--	9	9	10	1	8	8	21	----	12,9	11,2	9,0
LOYOLA UNIVERSITY	PNA V	I												
MAC MURRAY COLLEGE	V	II	6	3	4	5	16	13	26	8	16,4	15,1	12,3	9,8
MILLIKIN UNIVERSITY	V	II	7	6	7	8	10	23	33	29	16,3	13,7	11,1	9,3
MONMOUTH COLLEGE	V	II	4	3	3	2	18	16	29	20	14,8	15,2	12,8	10,5
MONTICELLO COLLEGE	V	III	--	--	10	10	3	5	12	11	----	----	10,7	8,2
NORTH CENTRAL COLLEGE	V	II	8	6	5	3	14	14	20	12	15,5	14,8	12,2	10,4
NORTH PARK COLLEGE	V	II	8	9	10	10	14	15	26	14	15,6	11,8	10,2	9,5
NORTHEASTERN ILL ST COLL	V	II	3	3	3	4	56	69	110	40	17,8	15,8	12,6	10,4
NO BAPTIST THEOL SEM	V	II	--	--			4	3			----	----		
NORTHERN ILLINOIS UNIV	V	I	7	4	5	9	243	251	374	135	20,8	17,0	13,4	9,6
NORTHWESTERN UNIVERSITY	V	I	2	3	1	2	316	172	174	68	25,7	17,6	14,6	11,2
QUINCY COLLEGE	V	II	--	7	7	7	3	13	25	17	----	13,1	11,4	9,4
ROBERT MORRIS COLLEGE		III		--	9	9		2	11	7		----	10,4	9,4
ROCKFORD COLLEGE	V	II	6	--	7	6	17	4	28	13	16,7	----	11,3	9,7
ROOSEVELT UNIVERSITY	V	II	4	3	3	6	56	59	50	26	11,5	15,1	13,0	9,7
ROSARY COLLEGE	V	II	10	10	10	8	7	7	16	10	11,8	11,5	10,2	9,2
ST PROCOPIUS COLLEGE	V	II	--	5	7	5	3	15	19	4	----	14,1	11,5	9,9
SAINT XAVIER COLLEGE	V	II	--	9	8	6	5	9	26	8	----	12,1	11,3	9,7
SANGAMON STATE UNIV	V	II	--	1	2		5	17	16		----	16,6	13,9	
SAUK VALLEY COLLEGE	V	III	--	--	6	5	1	5	11	11	----	----	12,3	10,4
SCH ART INST OF CHICAGO		III	--	10	10	10	3	20	23	15	----	11,9	9,5	8,5
SO ILL UNIV AT CARBONDALE	V	I	7	6	5	6	198	184	290	242	20,5	16,1	13,9	10,1
SO ILL U AT EDWARDSVILLE	V	II	3	2	2	3	90	134	115	108	19,6	15,3	13,9	10,9
SPERTUS COLL OF JUDAICA	V	II	--	--	--	--	3	2	4	1	----	----	----	----
UNIVERSITY OF CHICAGO	V	I	1	1	2	1	391	144	254	58	26,6	18,6	14,4	11,7
UNIVERSITY OF ILLINOIS	V	I	5	6	6	4	1,101	771	920	414	22,2	16,1	13,1	10,6
WESTERN ILLINOIS UNIV	V	II	2	2	3	4	89	111	293	139	23,3	16,4	13,0	10,1
WHEATON COLLEGE	V	II	8	8	8	10	42	23	53	13	12,6	12,5	10,8	8,6
WILLIAM RAINEY HARPER C	V	III		1	1	2	2	24	88	64	----	18,9	15,4	12,5
INDIANA														
BALL STATE UNIVERSITY	V	I	9	8	8	8	139	135	302	112	14,1	15,1	12,8	9,7
BETHEL COLLEGE	V	II	--	10	10	10	3	7	8	7	----	9,7	9,2	8,0
DEPAUW UNIVERSITY	V	II	3	3	4	3	55	59	58	30	14,9	15,1	12,2	10,2
EARLHAM COLLEGE	V	II	5	5	5	8	27	22	27	6	17,6	14,5	12,1	9,2
FRANKLIN COLLEGE	V	II	7	8	6	4	10	15	25	10	16,3	13,1	11,6	10,1
GOSHEN COLLEGE	V	II	10	9	10		23	21	24		13,4	12,0	10,2	
HANOVER COLLEGE	V	II	3	4	5	7	22	14	25	11	13,2	14,3	11,9	9,5
HUNTINGTON COLLEGE	V	II	--	10	10	10	2	11	10	7	----	11,4	9,3	8,4
INDIANA CENTRAL COLLEGE	PNA V	II												
INDIANA STATE UNIVERSITY	V	II	3	2	1	5	130	184	257	156	20,1	15,9	12,8	9,8
IND UNIV - BLOOMINGTON	V	I	4	4	2	1	504	359	403	60	22,9	17,0	14,4	11,9
IND UNIV - FT WAYNE	V	II	--	1	1	--	5	13	48	2	----	16,7	13,9	----
IND UNIV - INDIANAPOLIS	V	II	3	2	1	2	25	49	90	16	19,8	16,5	13,9	10,6
IND UNIV - KOKOMO	V	II	--	--	2	--	1	2	19	1	----	----	13,4	----
IND UNIV - NORTHWEST	V	II	3	2	1	--	9	30	58	2	13,9	16,6	13,6	----
IND UNIV - SOUTH BEND	V	II	3	2	1	--	7	16	58	1	11,9	16,2	13,8	----
IND UNIV-SOUTHEAST	V	II	--	2	3	--	5	10	26	2	----	15,9	12,9	----
MANCHESTER COLLEGE	V	II	6	7	7	7	16	26	25	10	16,6	13,5	11,4	9,4
MARIAN COLLEGE	V	II	--	--	10	8	1	4	19	6	----	----	10,3	9,1
PURDUE UNIV-LAFAYETTE	V	I	3	3	3	9	402	370	391	110	21,5	17,3	13,9	9,5
PURDUE U-CALUMET CAMPUS	V	II	2	2	2	2	12	47	75	38	21,0	16,3	13,5	10,6
PURDUE U-FT WAYNE CAMPUS	V	II	--	2	2	3	4	42	52	21	----	15,9	11,3	10,5
PURDUE U-IND CAMPUS	V	II	--	2	2	2	5	22	45	10	----	16,0	13,2	11,0
PURDUE U-NO CENTRAL C	V	II		2	1	5		8	19	15		15,9	14,1	9,8
ROSE POLYTECHNIC INST	V	II	5	4	4	--	21	23	12	1	12,8	15,1	12,5	----

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HI	MDN	LO	
4.3	4.5	5.2	6.2	3.5	2.9	3.7	4.1					12,5	11,1	9,9	701
2.8	3.6	4.1	4.9	5.2	4.8	6.9	4.9					15,4	11,8	11,4	770
	----	4.9	5.6		----	4.0	4.5		----			10,3	9,9	4,2	599
17.0	17.5	18.3	19.3	7.1	5.5	7.2	4.6					12,3	10,6	4,3	710
5.0	5.5	6.0	6.6	3.5	3.9	3.4	4.0					10,8	9,0	8,5	431
3.9	4.8	5.9	----	2.4	2.9	2.7	----				----	11,1	11,7	9,7	514
	10.9	9.8	9.5									9,3	8,4	7,7	503
----		12.5	----	----		7.3	----	----		7,0	----	9,2	4,0	7,6	436
4.4	4.7	6.3	6.5	9.5	11.4	10.2	16.4					13,1	10,5	8,7	493
----	7.1	6.5	6.4	----	2.5	3.9	4.2	----				13,6	9,6	4,7	514
3.1	4.1	4.9	6.2									19,3	13,4	11,8	1,140
4.2	5.1	5.9	6.5	2.6	3.3	3.3	3.4					12,6	11,3	10,0	
14.5	16.8	10.8	----				----				----	11,1	9,3	8,1	1,232
3.6	4.4	5.3	6.4	3.0	3.0	3.5	3.3					12,8	11,0	3,5	654
----	8.7	10.8	8.5	----	10.9	10.8	11.1	----	10,3*	8,4	6,9	10,3	3,1	3,4	334
15.0	16.3	17.3	18.9	11.7	12.2	12.3	12.7	16,6	12,6	9,6	7,6	17,3	13,7	11,7	942
5.0	5.5	6.3	7.2	6.0	5.8	6.6	7.9					12,1	10,6	9,2	415
12.0	13.5	11.9	----	4.1	3.0	4.3	----				----	10,2	8,0	7,4	506
12.2	13.7	14.6	15.3	8.8	9.2	8.3	8.9					13,0	10,5	9,3	623
9.8	9.4	9.4	10.3	7.0	7.0	10.5	12.9	13,0	11,0	9,0	8,0	13,4	10,5	3,3	
13.8	14.1	14.3	14.7	16.7	14.7	15.8	14.6					11,7	12,1	10,5	556
	----	----	14.9		----	----	14.7		----	----		10,4	9,6	9,5	525
10.1	9.5	9.6	8.6									13,7	12,2	10,4	430
11.1	11.2	11.2	11.2	7.5	8.6	6.9	8.8					14,3	12,2	10,7	762
16.8	16.9	17.2	17.5	5.2	6.0	6.5	6.9	13,5	11,7	10,3	9,3	15,4	12,8	11,4	777
9.5	----	8.6	8.0	8.8	----	11.8	11.4	11,0	----	8,6	7,7	11,3	9,6	8,9	437
12.2	11.8	11.5	9.9	8.0	7.8	9.2	9.3					14,2	12,0	10,6	
11.1	11.2	11.3	11.4	7.3	7.4	8.6	7.3					15,7	13,0	10,4	914
10.6	11.0	9.6	7.2	8.7	8.1	9.0	9.3	13,0	12,0	9,0	7,5	12,9	11,5	10,0	863
10.9	12.6	13.2	----	8.6	6.5	5.7	----				----	10,8	9,3	9,6	730
11.3	11.9	13.2	----	20.5	15.5	7.1	----	15,6	11,8	8,6	----	14,5	11,5	10,4	420
12.4	13.7	13.9	----	9.1	10.3	10.1	----	10,3	8,9	7,6	----	9,4	8,3	8,5	445
10.3	10.3	9.1	----	7.9	7.2	6.9	----	12,0	10,0	8,0	----	12,0	11,0	10,0	
12.0	13.6	13.8	7.2	4.2	6.2	6.9	7.1					16,1	12,4	10,5	1,300
11.2	11.3	11.3	11.3	6.5	7.5	8.1	5.7					15,4	12,6	10,9	674
17.9	17.6	17.2	14.3	7.7	7.9	7.3	7.4					12,4	11,5	9,8	915
17.6	18.7	18.4	8.9	4.9	9.1	10.3	7.9	16,0	12,0	10,0	7,0	16,0	12,5	11,0	1,032
21.5	21.9	16.4	14.8	5.7	9.0	11.9	6.1	14,0	12,5	9,5	7,0	16,0	12,5	10,9	1,114
7.9	9.0	8.9	6.8	15.9	19.5	14.1	13.7					10,6	8,5	8,7	493
----	20.4	18.5	12.8	----	5.8	7.7	8.1	----				13,4	9,0	8,1	641
12.9	11.7	11.6	9.1	5.8	7.0	8.0	8.1					14,0	12,5	10,9	884
9.3	10.5	11.3	12.1	10.4	10.7	11.0	7.1					11,7	10,5	9,4	422
14.2	12.7	10.0	10.0	7.1	10.8	11.0	10.2					14,0	12,4	10,6	939
----	----	10.9	9.7	----	----	9.3	6.6	----	----			11,0	9,5	7,8	671
12.5	10.8	11.1	9.9	7.4	8.0	9.4	7.5					13,0	11,6	10,2	992
16.2	15.7	14.1	11.2	5.6	6.2	6.4	6.2	10,5	9,5	8,0	7,5	10,7	9,5	8,2	720
11.2	11.3	11.4	11.5	8.2	9.1	10.3	11.2					14,8	12,4	10,3	737
----	----			----	----			----	----			----	----	----	------
11.2	11.2	11.3	11.5	7.8	7.9	7.3	6.8	1,1	1,0	8	6	16,6	13,1	11,3	881
12.8	13.9	14.5	15.5	6.3	6.9	7.7	7.2					21,5	16,3	12,9	1,412
----	8.2	8.2	6.7	----	8.9	7.6	12.2	----				11,7	10,4	9,5	
	----	8.5	7.6	----	----	9.3	7.4		----			10,5	9,7	9,7	863
9.3	----	11.0	12.0	8.6	----	7.1	23.9		----			12,4	10,8	9,4	1,097
19.8	21.5	22.4	17.0	6.7	6.7	9.9	8.6	12,2*	10,1*	8,0	6,3	14,1	12,3	10,5	650
9.5	10.8	8.1	7.2	14.6	10.9	11.3	10.7					10,2	9,5	8,9	
----	10.3	11.1	11.7	----	16.1	12.9	14.3	----	10,7	8,7	8,2	12,6	10,2	9,8	620
----	10.8	11.0	11.3	----	13.8	11.1	13.5	----				11,5	10,3	9,9	
----	10.9	10.9		----				----				16,1	14,0	12,3	931
----	----	13.8	15.0	----	----	8.9	11.3	----	----	9,0	7,8	11,7	10,9	9,7	585
----	4.8	5.5	5.9	----	8.2	10.1	13.5	----	7,2	6,0*	5,1	10,8	9,3	8,4	635
11.2	11.3	11.3	11.3	6.5	7.3	7.5	7.4					15,4	12,7	10,6	605
11.1	11.3	11.3	11.4	6.3	6.8	7.1	7.3					13,3	12,4	10,6	402
----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	------
14.3	14.4	14.5	14.5									22,5	17,8	14,9	1,258
11.2	11.2	11.3	11.4					14,0	11,0	9,0	7,0	14,7	14,2	11,9	
11.3	11.5	11.3	11.3	7.0	7.6	7.5	7.1					14,4	12,1	10,5	633
10.4	11.7	10.6	8.9	6.9	7.4	7.3	9.0					13,0	10,6	9,5	435
----	15.1	15.4	15.7	----	9.5	9.5	9.5	----	12,7	9,2	8,5	14,6	12,4	10,4	474
6.4	7.6	7.5	7.7	7.7	7.5	7.5	8.1	14,9	12,5	9,9	7,0*	14,8	11,6	10,2	813
----	9.2	10.2	11.4	----	10.5	7.5	6.8	----	9,4	7,9	7,0	9,6	9,3	7,9	586
15.0	15.0	13.6	10.2	6.1	6.7	7.3	6.6					15,4	12,2	10,6	995
23.4	20.7	14.7	9.2	8.0	24.4	6.9	6.4					17,2	13,9	10,9	1,031
16.5	16.3	11.4	7.8	5.9	6.3	8.9	12.7					12,4	11,0	9,7	944
12.2	12.1	11.5		11.7	11.3	14.1						11,9	11,2	9,3	855
18.4	13.6	9.0	6.6	7.2	7.3	7.5	7.2					16,7	12,4	10,6	1,094
----	11.2	8.4	11.4	----	5.0	6.1	7.1	----	9,7	8,1	7,1*	10,4	9,2	8,2	595
13.3	12.3	10.5	8.7	8.9	7.7	7.9	7.7					14,6	12,5	10,9	736
16.5	17.5	18.4	16.9									17,1	14,1	11,7	738
----	17.5	18.1	----	----			----	----			----	12,8	10,3	9,9	511
16.5	17.5	18.4	17.0									14,0	12,0	10,5	932
----	----	18.4	----	----	----		----	----	----		----	11,8	11,3	9,3	415
16.5	17.5	18.4	----				----				----	13,6	11,9	11,0	935
16.6	17.5	18.4	----				----				----	13,0	11,7	10,4	439
----	17.5	18.4	----	----			----	----			----	12,4	11,2	10,1	468
11.0	11.2	10.2	7.8	7.3	8.2	7.4	8.3	13,0	10,5	8,5	7,0	13,0	11,4	9,8	967
----	----	11.8	10.0	----	----	7.0	4.8	----	----	8,4	7,6	9,9	9,0	8,5	354
16.7	16.5	16.7	8.6	6.6	7.9	7.5	6.2					17,5	14,3	11,5	873
17.2	17.5	16.6	8.6	7.2	6.9	7.1	7.6					13,4	11,7	10,5	750
----	15.5	16.7	8.2	----	5.6	6.9	7.6	----				13,1	11,4	10,8	810
----	16.8	16.4	10.3	----	7.2	4.9	6.3	----				13,0	11,7	10,7	536
	18.1	15.8	6.1		6.8	7.5	7.8					12,8	11,6	10,4	576
12.2	12.3	12.8	----	6.7	7.3	7.8	----				----	15,0	13,5	12,0	875

NAME OF INSTITUTION	(1) (2) NOTES	RET.	(3) INST. CATE-GORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
				PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
INDIANA (CONTINUED)															
SAINT JOSEPH'S COLLEGE		V	II	--	3	4	--	1	19	21	4	----	15,2	12,5	----
ST JOSEPH'S COLL-CALU MET		V	II	--	9	10	--	3	10	12	4	----	12,2	10,0	----
SAINT MARY-OF-THE-WOODS C		V	II		--			6	4	7	17	11,4	----	9,1	4,4
SAINT MARY'S COLLEGE		V	II	4	6	7	7	16	22	37	22	18,6	13,9	11,4	9,4
TAYLOR UNIVERSITY		V	II	10	10	9	8	16	17	36	6	13,3	11,6	10,6	9,2
TRI-STATE COLLEGE		V	II	9	8	7	9	16	21	48	16	14,6	13,0	11,4	8,9
UNIVERSITY OF EVANSVILLE		V	II	7	8	8	8	28	32	63	34	16,1	12,7	11,0	9,1
UNIVERSITY OF NOTRE DAME		V	I	8	7	8	10	157	153	162	29	20,3	15,5	12,6	8,9
VALPARAISO UNIVERSITY		V	II	9	8	8	10	67	45	81	39	14,7	12,5	11,0	8,6
WABASH COLLEGE		V	II	3	5	6	6	18	18	22	21	19,5	14,3	11,8	9,7
IOWA															
BRIAR CLIFF COLLEGE		V	II	--	--	9	7	1	1	17	13	----	----	10,6	9,5
BUENA VISTA COLLEGE		V	II	9	8	7	--	9	7	25	2	14,1	12,8	11,3	----
CENTRAL COLLEGE		V	II	8	9	8	10	16	20	42	9	15,1	12,4	10,9	9,7
COE COLLEGE		V	II	3	3	4	7	13	17	24	12	19,0	15,4	12,3	9,5
CORNELL COLLEGE		V	II	4	5	5	7	21	20	34	12	13,6	14,3	11,9	9,4
DRAKE UNIVERSITY		V	II	4	4	3	4	76	62	81	51	19,6	15,0	13,0	10,1
GRACELAND COLLEGE			II	10	10	10	--	11	26	33	4	13,4	11,1	10,0	----
GRINNELL COLLEGE		V	II	4	4	3	1	34	14	32	21	18,7	14,9	12,9	11,6
IOWA STATE UNIVERSITY		V	I	6	5	4	5	284	255	333	273	21,6	16,7	13,6	10,2
IOWA WESLEYAN COLLEGE		V	II	8	7	6	--	12	10	28	1	15,9	13,2	11,0	----
LORAS COLLEGE		V	II	9	9	6	7	14	8	23	25	14,6	12,2	11,6	9,5
LUTHER COLLEGE		V	II	5	5	6	8	18	23	44	32	17,8	14,1	11,5	9,1
MARYCREST COLLEGE		V	II	--	9	9	9	1	6	15	12	----	13,2	10,6	8,9
MORNINGSIDE COLLEGE		V	II	6	6	7	--	14	16	34	4	15,5	13,7	11,3	----
PARSONS COLLEGE		V	II	4	3	2	3	29	7	24	9	13,7	15,3	11,3	10,5
ST AMBROSE COLLEGE		V	II	5	4	3	3	10	8	27	17	17,5	14,6	12,7	10,3
SIMPSON COLLEGE		V	II	6	7	8	7	8	16	35	8	16,7	13,2	11,1	9,4
UNIVERSITY OF DUBUQUE		V	II	10	8	9	5	13	10	23	7	11,5	12,7	10,7	9,9
UNIVERSITY OF IOWA		V	I	5	5	3	5	269	257	230	70	22,4	16,8	13,9	10,4
UNIV OF NORTHERN IOWA		V	II	3	4	3	3	98	96	215	38	14,9	15,0	12,6	10,5
UPPER IOWA UNIVERSITY		V	II	10	10	10	10	9	12	25	9	12,7	11,6	10,0	8,5
WARTBURG COLLEGE		V	II	8	7	6	7	18	14	33	8	15,0	13,4	11,6	9,3
WESTMAR COLLEGE		V	II	8	8	8	5	13	19	19	11	14,4	13,1	10,9	9,9
WILLIAM PENN COLLEGE		V	II	10	10	10		9	18	15		11,5	10,1	9,5	
KANSAS															
BAKER UNIVERSITY		V	II	9	9	9	--	13	12	22	5	13,8	12,4	10,6	----
BETHANY COLLEGE		V	II	--	9	10	10	4	12	15	10	----	12,0	10,3	8,1
BETHEL COLLEGE		V	II	10	--	10	10	11	4	11	10	11,3	----	8,7	7,9
FORT HAYS KANS STATE COLL		V	II	8	8	8	9	47	35	85	58	15,6	12,5	10,9	8,8
KANSAS ST COLL PITTSBURG		V	II	8	8	7	7	64	46	96	31	15,2	13,0	11,3	9,3
KANSAS ST TEACHERS COLL		V	II	8	8	8	9	44	96	117	37	15,8	12,7	11,1	9,1
KANSAS STATE UNIVERSITY		V	I	9	9	9	8	181	204	246	107	18,3	14,9	12,6	9,7
KANSAS WESLEYAN UNIV		V	II	10	10	9	--	10	16	7	5	13,4	11,7	10,6	----
MCPHERSON COLLEGE		V	II	10	10	10	--	9	13	19	1	11,4	10,7	9,0	----
MOUNT ST SCHOLASTICA COLL	PNA	V	II												
OTTAWA UNIVERSITY		V	II	5	4	3	1	7	15	17	3	17,4	14,3	12,7	11,0
ST BENEDICT'S COLLEGE		V	II	7	7	7	9	10	10	23	13	16,1	13,5	11,3	9,7
UNIVERSITY OF KANSAS		V	I	9	10	10	10	311	247	269	39	17,1	14,4	12,3	9,0
WASHBURN UNIV OF TOPEKA		V	II	7	7	7	8	31	29	47	36	16,3	13,2	11,4	9,1
WICHITA STATE UNIVERSITY		V	II	4	5	6	9	96	86	178	57	18,0	14,3	11,3	9,0
KENTUCKY															
ALICE LLOYD COLLEGE		V	III	--	--	10	10	3	3	12	6	----	----	8,7	7,8
ASBURY COLLEGE	PNA	V	II												
BELLARMINE COLLEGE		V	II	8	10	9		12	23	14		14,9	11,5	10,7	
BEREA COLLEGE		V	II	6	8	8	8	30	20	41	8	15,6	12,8	11,1	9,0
CENTRE COLL OF KENTUCKY		V	II	7	5	7	6	14	13	14	11	16,0	14,1	11,4	9,6
EASTERN KENTUCKY UNIV		V	II	7	6	7	8	87	97	210	44	15,2	13,7	11,4	9,3
GEORGETOWN COLLEGE		V	II	7	7	8	7	14	20	38	10	14,3	13,3	11,0	8,4
KENTUCKY STATE COLLEGE			II	8	8	7	6	16	21	26	32	15,7	12,5	11,2	9,7
KENTUCKY WESLEYAN COLL		V	II	10	9	10	--	11	15	25	2	13,3	11,9	10,3	----
MURRAY STATE UNIV		V	II	5	5	4	3	60	95	164	55	17,3	14,1	12,5	10,4
NORTHERN KENTUCKY ST C		V	II			6	5			18	14			11,7	9,8
PIKEVILLE COLLEGE		V	II	8	10	10	10	9	9	21	8	14,9	10,2	9,9	8,3
SC BAPTIST THEOL SEM		V	II	7	6	8		24	16	7		16,1	13,6	10,9	
SPALDING COLLEGE		V	II	--	10	10	10	5	8	26	13	----	10,9	9,0	7,6
THOMAS MORE COLLEGE		V	II		8	10	10		9	24	13		12,6	10,0	8,5
TRANSYLVANIA UNIVERSITY		V	II	4	5	5	6	11	15	20	17	14,3	14,5	12,1	9,9
UNION COLLEGE		V	II	10	10	10	10	8	14	20	3	12,9	10,4	9,3	7,7
UNIVERSITY OF KENTUCKY		V	I	7	6	6	4	244	246	332	54	20,6	16,1	13,3	10,8
U OF KY ASHLAND CMTY COLL		V	III			7	7			17	15			11,7	10,1
UNIVERSITY OF LOUISVILLE		V	I	9	10	7	10	104	94	92	47	13,3	14,5	12,8	9,9
WESTERN KENTUCKY UNIV		V	II	7	5	4	4	49	118	205	108	16,3	14,4	12,2	10,1
LOUISIANA															
CENTENARY COLLEGE OF LA		V	II	8	8	9	9	23	17	20	11	15,8	12,6	10,8	8,9
LOUISIANA COLLEGE		V	II	9	10	10	10	13	12	17	9	13,9	10,3	9,7	8,4
LA ST UNIV-BATON ROUGE			I	8	9	10	10	300	269	320	144	19,2	15,0	12,3	9,1
LA ST UNIV-NEW ORLEANS		V	II	4	4	5	9	53	70	129	135	17,9	14,8	12,2	8,8
LA ST UNIV IN SHREVEPORT			III	--	8	9	10	1	11	24	31	----	13,6	10,8	8,9
LOYOLA UNIVERSITY		V	II	8	8	8	9	29	40	96	25	15,8	13,0	11,1	8,7
MCNEESE STATE UNIVERSITY			II	9	9	9	8	50	45	97	39	13,7	11,8	10,6	9,1
NORTHWESTERN ST UNIV			II	10	10	10	10	29	62	120	45	12,3	11,4	9,9	7,9
TULANE UNIVERSITY		V	I	8	6	6	4	128	107	114	35	19,7	16,3	13,3	10,7
UNIV OF SWN LOUISIANA			II	10	10	10	10	83	102	177	117	13,4	11,4	10,0	8,3
XAVIER UNIVERSITY		V	II	10	10	10	10	7	15	22	29	13,2	10,9	10,0	8,2
MAINE															
BATES COLLEGE		V	II	4	4	4	4	20	19	27	16	18,5	15,1	12,2	10,1
BOWDOIN COLLEGE		V	II	2	6	5	--	29	18	35	4	21,3	14,0	12,2	----
COLBY COLLEGE		V	II	1	3	4	4	27	28	51	10	21,6	15,6	12,3	10,2
HUSSON COLLEGE		V	II	5	6	8	6	13	10	14	26	17,6	13,8	10,9	9,7
NASSON COLLEGE		V	II	8	8	9	9	6	7	28	7	15,1	12,6	10,7	9,0
ST FRANCIS COLLEGE		V	II	7	6	9	10	6	8	20	11	16,2	13,8	10,7	8,2
UNIV OF MAINE AT AUGUSTA		V	III	--	8	9	--	1	6	15	4	----	13,1	11,1	----
UNIV OF MAINE AT ORONO		V	I	9	9	9	9	111	130	164	56	18,2	15,0	12,5	9,4
U OF MAINE-FARMINGTON		V	II	5	3	2	1	14	20	24	25	17,8	15,3	13,2	11,0
UNIV OF MAINE-FORT KENT		V	II	--	--	3	--	2	5	8	4	----	----	12,9	----
UNIV OF MAINE AT GORHAM		V	II	5	3	4	1	12	30	33	8	17,0	15,6	12,6	11,0

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY CONT./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	Q1	MDN	Q3	
----	16.6	14.8	----	----	9.6	8.9	----	----			----	13,1	11,5	10,3	
----	16.6	14.5	----	----	10.2	8.9	----	----			----	11,3	9,5	9,0	
2.3	----	8.0	4.5	15.2	----	12.3	11.0		----			10,3	9,5	7,9	743
11.8	11.7	10.9	10.9	2.9	4.5	6.7	7.2					12,5	10,7	9,2	732
15.0	16.3	17.0	17.1	10.8	10.1	9.9	7.0	10,5	9,0	7,8	7,0	10,5	9,8	8,9	599
14.7	15.5	17.2	9.1	9.0	9.0	9.6	8.9					11,1	9,6	8,2	479
9.7	10.9	9.1	8.8	7.4	7.9	7.8	9.7					12,0	10,4	9,0	955
12.0	11.1	9.1	6.4	6.0	7.3	6.4	12.1					13,1	11,5	11,7	943
12.7	13.8	14.1	7.2	5.6	6.1	6.1	5.6					12,1	10,2	9,1	704
17.7	14.5	13.6	11.4	5.5	8.4	8.0	8.0					13,4	11,1	9,4	1,123
----	----	11.8	10.7	----	----	7.3	7.2	----	----	7,8	6,7	9,8	8,3	8,7	715
8.7	10.4	8.9	----	4.7	5.0	5.7	----	10,0	8,5	8,0	----	12,0	10,3	8,9	686
15.5	10.6	8.3	7.7	6.1	2.7	6.5	5.8	9,0	8,0	7,0	6,0	11,2	10,3	8,5	843
10.7	11.5	12.4	13.3	4.5	7.2	8.4	9.1	12,5	9,4	7,7	6,2	10,3	12,1	8,9	897
13.9	14.6	15.1	9.5	6.9	6.7	6.6	8.0					12,1	11,4	9,6	1,432
10.0	10.8	9.4	9.0	6.7	7.3	7.9	6.6					15,4	12,4	11,8	
7.4	7.9	9.1	----	10.1	11.2	9.7	----				----	10,7	9,7	9,0	655
15.2	15.4	15.5	14.1	7.4	7.1	8.1	6.6					13,2	12,2	10,4	1,195
13.3	14.0	14.6	15.2	5.2	5.5	6.1	7.4					16,3	13,3	10,5	
13.7	14.7	15.5	----	7.9	13.0	3.0	----				----	13,2	11,0	9,5	441
9.7	11.9	9.3	7.1	7.9	8.6	8.0	6.9	11,9	10,1	8,7	7,5	12,0	10,3	8,7	574
16.4	17.1	15.9	9.4	4.5	5.5	5.5	4.6					12,4	10,4	8,9	780
----	6.5	5.1	6.3	----	10.7	21.8		----				10,5	9,5	9,2	453
18.6	19.2	13.8	----	5.9	6.4	5.3	----				----	12,6	10,6	9,6	631
12.8	12.4	12.3	12.3									12,1	11,4	11,5	641
9.3	10.7	9.1	7.4	8.5	7.5	10.1	12.6	14,4	13,1*	9,6*	7,7	11,5	11,4	10,2	599
13.3	11.0	9.7	6.9	6.3	6.6	6.9	7.9					12,4	11,6	9,5	831
10.7	10.6	9.5	8.7	6.9	7.7	7.2	6.4					11,8	10,5	9,5	656
14.1	14.6	15.2	16.1									17,5	14,3	12,3	748
13.6	13.7	13.8	13.9	5.4	7.2	6.9	7.2					13,5	11,5	10,0	771
9.5	8.1	7.0	6.2	3.5	3.5	3.2	3.5					10,8	9,8	8,5	611
12.0	12.7	13.2	7.5	7.3	7.2	6.2	6.2					12,6	11,0	9,4	678
8.3	9.2	10.1	10.6	7.6	8.1	7.0	6.4					12,7	10,6	9,2	749
9.7	9.4	9.0		5.6	9.8	7.1		10,0	8,5	8,0		10,0	8,5	8,0	549
9.9	10.5	10.8	---	3.5	5.6	4.4	----				----	12,7	11,3	9,3	716
----	12.0	12.0	7.9	----	7.4	6.6	6.5	----	8,5	7,0	6,5	10,4	9,4	8,5	668
12.8	----	12.2	5.9	14.9	----	17.4	7.6		----			11,8	7,9	7,0	697
10.2	11.4	9.8	9.0	7.7	6.2	6.5	6.5					11,7	9,4	8,7	537
11.7	12.2	12.8	13.7	8.1	8.2	7.6	6.2					12,3	10,4	9,3	823
10.9	11.6	10.4	9.8	5.9	7.4	7.2	9.1	11,0	9,2	8,0	6,5	11,9	10,0	9,1	531
10.2	10.9	11.7	12.8	6.0	7.1	6.5	7.5	11,2*	10,6*	9,0*	7,0	14,3	12,5	10,5	
11.3	12.6	13.1	----	6.0	5.9	6.1	----	12,0	9,5	7,5	----	11,4	10,1	8,5	439
16.5	14.5	12.7	----	7.3	5.8	6.2	----	9,6	7,5	6,7	----	10,2	9,0	8,1	701
9.0	8.6	9.1	4.5	9.9	8.8	8.3	5.4	14,0*	11,0	9,5	7,5	14,2	12,1	11,3	798
1.8	8.0	7.0	7.9	.6		.5	1.4	12,5	10,6*	9,9	7,4*	12,9	10,2	9,4	739
8.2	9.2	10.1	11.4	6.3	8.3	7.4	6.3					16,4	14,2	11,3	750
8.7	9.3	7.1	5.6	6.7	6.1	7.3	7.2					12,8	11,7	9,4	542
8.0	8.5	8.1	8.6	6.6	7.6	8.0	7.3	12,6*	10,1*	8,6*		14,3	11,1	10,3	657
----	----	12.0	10.9	----	----	5.6	7.1	----	----			7,9	7,4	7,1	745
10.6	9.6	10.3		3.3	4.3	5.2		12,0	9,5	7,6		12,6	10,4	9,6	851
11.7	10.9	9.8	7.5	7.3	7.1	7.7	13.3	12,5*	10,5	8,7	7,4	13,3	11,0	9,6	838
14.5	14.0	14.3	12.0	5.4	6.6	7.3	9.4					14,3	11,5	9,4	969
11.0	11.4	12.7	13.5	8.2	8.7	8.0	8.8					12,6	10,7	9,7	674
11.0	11.9	12.9	13.3	8.7	8.1	6.2	6.2	12,5	10,2	8,6	7,5	12,7	10,4	9,1	755
3.3	4.2	4.7	5.3	8.2	6.5	10.5	6.0	12,0	9,5	9,0*	7,8	12,8	10,3	9,5	671
9.3	8.5	7.9	----	2.2	2.0	2.3	----	8,5	8,0	6,5	----	12,0	10,2	9,2	645
12.5	12.8	14.8	16.5									13,0	11,1	10,3	709
		15.0	15.6									10,9	9,0	8,6	235
5.6	9.5	7.6	8.4	3.4	4.7	6.4	6.8					11,3	9,2	8,2	727
17.9	18.9	19.2		9.9	9.8	14.5						13,5	12,0	11,0	564
----	9.4	7.0	5.7	----	5.1	7.2	5.2	----	9,5	8,0	6,8	9,5	8,4	8,0	628
	9.3	9.1	6.0		4.3	5.3	5.1		8,5	7,0	5,0	9,9	9,2	8,7	
18.4	16.8	15.6	8.0	4.6	6.0	6.9	7.3					12,9	10,7	9,6	993
9.6	9.1	10.3	7.0	3.1	5.0	6.0	6.4	9,0	8,0*	7,0*	6,0	10,9	9,3	7,7	695
13.0	13.9	14.8	16.0	4.9	5.0	5.4	4.4					17,2	14,0	12,1	771
		16.5	17.0			5.0	8.6					10,0	8,3	6,6	
10.5	12.4	14.3	5.9									15,4	12,7	10,6	979
11.1	11.6	12.5	13.3	8.0	7.0	6.9	7.1					13,1	11,1	9,7	630
10.5	10.0	10.2	8.0	9.5	11.4	10.9	9.7	10,0*	8,5*	8,0*	7,5*	14,0	11,5	9,8	1,059
7.1	9.5	10.2	11.2	3.1	3.9	4.3	3.4					11,5	9,5	7,5	573
3.1	4.0	5.0	6.5	8.2	7.5	7.4	7.7	8,0	7,2	6,0	5,3	16,4	13,6	11,1	963
3.3	4.0	4.9	6.3	8.2	7.5	7.8	7.7					14,0	11,7	9,2	959
----	9.5	5.2	6.5	----	10.0	10.3	8.3	----				11,1	9,2	8,3	602
6.9	7.3	6.5	7.7	13.4	6.5	7.4	9.7					13,0	11,2	10,0	
1.9	2.1	2.0	2.3									12,3	10,3	8,3	826
1.7	1.8	2.2	3.4					10,0	9,0	8,0	6,5	11,5	10,1	8,6	
15.3	16.1	16.8	15.6	5.9	6.9	8.2	7.7					15,3	13,2	11,0	1,032
1.6	1.9	1.9	2.3	5.1	6.8	3.6	7.5	10,0	9,0*	8,0*	6,5	11,7	10,2	9,6	833
11.7	10.4	8.5	6.7	5.4	5.6	5.3	6.1	9,0	8,0	7,5	6,5*	10,8	9,6	9,5	520
10.8	13.1	10.8	9.0	6.8	10.0	7.3	6.8	13,5	11,4	9,5		14,4	12,1	10,1	1,060
13.8	17.3	14.7	----	4.1	8.9	6.9	----				----	13,0	11,6	10,6	1,403
18.2	15.2	13.4	9.2	6.2	7.6	9.4	9.4	14,0	11,5	9,5	7,5	15,2	11,7	10,5	1,174
9.9	10.7	11.0	10.7	9.9	10.7	10.4	11.2	12,5	10,0	8,5	7,0	10,4	9,1	8,0	738
15.0	15.1	9.2	7.4	5.2	2.8	3.0	7.0	11,9	10,4	9,4*	6,7	10,2	9,1	8,3	859
6.6	6.3	7.1	6.3	10.0	10.9	11.2	11.4	10,6	9,1	7,4	7,0	12,9	10,1	8,3	701
----	12.4	12.9	----	----	7.8	8.4	----	----			----	11,2	10,0	8,8	737
12.0	12.7	11.8	10.9	8.5	8.3	8.2	7.5					14,5	12,3	10,6	834
10.1	10.8	11.1	10.4	10.3	6.7	8.4	8.4					14,4	12,5	10,8	142
----	----	11.4	----	----	----	5.0	----	----	----		----	13,3	11,4	10,4	992
10.2	10.5	11.7	10.5	7.9	7.7	7.8	8.4					14,2	13,0	10,9	704

NAME OF INSTITUTION	(1) NOTES	(2) RET.	(3) INST. CATE-GORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
				PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
MAINE (CONTINUED)															
UNIV OF MAINE-MACHIAS		V	II	--	--	1	2	2	5	13	16	----	----	13,7	10,9
UNIV OF MAINE-PORTLAND		V	II	5	6	6	3	13	34	44	22	17,6	14,0	11,6	10,3
U OF MAINE-PRESQUE ISLE		V	II	--	2	3	3	5	6	19	14	----	16,3	13,1	10,6
MARYLAND															
ALLEGANY CMTY COLLEGE			III	--	8	9	10	4	8	18	12	----	13,2	11,0	8,9
ANNE ARUNDEL CMTY COLL			III	7	9	9	9	9	15	47	36	15,3	12,6	10,8	9,4
BOWIE STATE COLLEGE			II	5	5	6	8	19	26	27	15	17,0	14,3	11,7	9,3
CATONSVILLE CMTY COLLEGE			III	4	5	6	7	8	28	50	71	17,9	15,3	12,6	10,2
CHARLES CO CMTY COLLEGE			III	--	9	9	10	1	6	7	11	----	12,3	10,9	9,0
CCLL OF NOTRE DAME OF MD		V	II	--	10	10	--	3	6	14	4	----	10,7	9,4	----
CMTY COLL OF BALTIMORE			III	3	4	5	6	21	40	44	42	18,6	15,7	12,7	10,3
COPPIN STATE COLLEGE			II	7	--	6	5	13	5	21	21	16,3	----	11,7	9,8
ESSEX COMMUNITY COLLEGE			III		4	5	5		12	59	43		15,6	12,8	10,7
FREDERICK CMTY COLLEGE			III	--	8	10	--	5	13	10	4	----	13,1	10,8	----
FROSTBURG STATE COLLEGE			II	5	5	5	7	21	31	37	19	17,7	14,3	12,0	9,5
GOUCHER COLLEGE		V	II	3	4	4	3	27	20	29	6	20,0	14,8	12,6	10,3
HAGERSTOWN JUNIOR COLLEGE			III	--	9	10	10	4	16	22	15	----	12,5	10,3	8,9
HARFORD JUNIOR COLLEGE			III	--	8	7	9	3	23	21	17	----	11,2	11,9	9,5
HOOD COLLEGE		V	II	7	9	10	--	17	16	20	3	16,2	12,2	9,3	----
JOHNS HOPKINS ARTS/SCI		V	I	1	4	10	8	136	55	86	10	26,9	17,1	12,2	9,9
JOHNS HOPKINS ADV STUD		V	I	1	--	--	--	9	4	2	3	24,4	----	----	----
LOYOLA COLLEGE		V	II	8	6	7	7	10	18	32	8	15,7	14,0	11,5	9,4
MORGAN STATE COLLEGE			II	5	4	7	8	60	52	72	75	17,1	14,8	11,4	9,0
MOUNT SAINT AGNES COLL		V	II	10	10	10	--	6	6	13	3	12,0	11,6	9,6	----
MOUNT SAINT MARY'S COLL		V	II	--	8	9	9	3	11	17	14	----	12,5	10,5	8,9
PRINCE GEORGE'S CMTY COLL			III	5	5	4	3	19	44	72	52	16,7	15,2	13,2	11,5
SAINT JOSEPH COLLEGE		V	II	--	9	--	7	2	6	5	13	----	12,1	----	8,7
ST MARY'S COLLEGE OF MD			II	8	7	10	9	6	14	15	6	15,6	13,1	10,1	8,9
SALISBURY STATE COLLEGE			II	5	5	6	9	17	13	28	12	17,0	14,1	11,7	9,1
TOWSON STATE COLLEGE			II	5	4	7	7	56	95	134	105	17,8	15,0	11,4	9,4
U. S. NAVAL ACADEMY		V	II	1	1	2		74	111	79		22,7	17,3	13,3	
UNIVERSITY OF BALTIMORE		V	II	8	8	8	8	12	15	26	10	15,4	12,5	11,1	9,0
UNIVERSITY OF MARYLAND			I	6	8	7	10	281	321	349	223	21,0	15,2	12,6	9,1
WASHINGTON COLLEGE		V	II	3	7	9	--	16	10	31	3	14,9	13,4	10,7	----
WESTERN MARYLAND COLLEGE		V	II	7	6	7	8	17	14	33	11	16,0	13,7	11,4	9,3
MASSACHUSETTS															
AMERICAN INTERNATIONAL C		V	II	6	7	5	3	19	14	40	11	16,9	13,3	11,9	10,3
AMHERST COLLEGE		V	II	1	1	1	--	64	21	51	5	23,5	17,5	13,6	----
ANNA MARIA COLLEGE		V	II	--	--	8	6	3	2	21	9	----	----	11,1	9,6
ASSUMPTION COLLEGE		V	II	3	7	5	6	13	15	23	10	19,0	13,3	12,0	9,7
BABSON COLLEGE		V	II	2	1	1	--	11	7	20	1	21,3	17,2	14,3	----
BAY PATH JUNIOR COLLEGE			III	--	10	8	--	2	8	6	4	----	11,7	11,5	----
BENTLEY COLLEGE		V	II	2	3	2	--	12	19	33	9	20,3	15,8	13,2	----
BOSTON COLLEGE		V	II	2	2	2	1	87	109	142	47	21,1	16,3	13,4	11,5
BOSTON STATE COLLEGE			II	3	3	5	5	39	71	105	36	14,8	15,1	12,0	9,9
BOSTON UNIVERSITY		V	I	6	7	7	3	242	214	283	82	21,3	15,5	13,3	9,3
BRANDEIS UNIVERSITY		V	I	2	3	7	7	103	64	102	12	29,9	17,6	12,9	9,9
BRIDGEWATER STATE COLLEGE			II	4	5	5	4	35	59	60	53	18,1	14,2	11,9	10,1
BRISTOL COMMUNITY COLLEGE			III	8	9	10	10	15	11	20	38	18,9	12,5	10,3	8,4
CARDINAL CUSHING COLLEGE		V	II	--	10	--	10	1	9	5	14	----	11,3	----	7,6
CLARK UNIVERSITY		V	I	5	6	5	--	43	42	36	5	22,3	16,1	13,4	----
COLLEGE OF THE HOLY CROSS		V	II	3	4	4	2	22	49	49	41	19,0	14,9	12,3	11,0
COLL OF OUR LADY/ELMS		V	II		--	2	4		1	6	4		----	13,1	10,2
CURRY COLLEGE		V	II	--	8	8	6	5	9	24	14	----	12,6	10,3	9,6
EASTERN NAZARENE COLLEGE		V	II	10	10	10	--	11	15	16	1	11,3	10,6	9,8	----
EMERSON COLLEGE		V	II	5	6	6	3	23	12	25	22	17,1	13,2	11,7	9,7
EMMANUEL COLLEGE		V	II	8	7	9	10	13	20	28	26	15,3	13,0	10,1	8,7
FITCHBURG STATE COLLEGE			II	5	5	5	2	22	32	73	43	17,5	14,2	12,0	10,8
FRAMINGHAM STATE COLLEGE			II	5	5	7	4	17	24	42	43	16,1	14,4	11,8	10,0
GORDON COLLEGE			II	10	10	9	--	10	12	14	4	13,0	11,4	10,7	----
GREENFIELD COMM COLL			III	8	9	10	10	7	11	21	13	14,7	12,1	10,0	8,5
HARVARD UNIVERSITY		V	I	1	1	2	1	577	120	278	24	27,2	18,6	14,1	12,1
HEBREW COLLEGE		V	II	--		--	--	4		1	1	----		----	----
LASELL JUNIOR COLLEGE		V	III	--	10	10	10	1	12	13	27	----	12,0	10,2	8,9
LEICESTER JUNIOR COLL	PNA	V	III												
LESLEY COLLEGE		V	II	6	7	3	2	8	8	12	7	16,9	11,3	13,0	10,7
LOWELL STATE COLL			II	4	6	5	5	13	15	59	52	18,6	13,4	12,2	10,0
LOWELL TECH INST			II	2	3	2	2	61	61	75	43	21,1	15,4	11,4	10,7
MASSACHUSETTS INST TECHY		V	I	1	4	3	1	409	225	179	56	25,9	17,1	13,9	11,5
MASSASOIT CMTY COLLEGE			III	7	10	10	10	10	10	28	27	15,4	11,3	10,5	8,7
MERRIMACK COLLEGE		V	II	8	7	8	8	16	31	46	12	19,5	13,2	11,1	9,0
MOUNT HOLYOKE COLLEGE		V	II	2	1	4	5	41	36	49	29	21,1	16,7	12,4	9,9
MOUNT WACHUSETT COMM COLL			III	7	10	10	10	7	9	19	19	15,3	11,1	10,1	8,5
NEWTON COLL/SACRED HEART		V	II	9	9	9	--	12	10	20	1	14,1	12,4	10,7	----
NEWTON JUNIOR COLLEGE			III	--	3	6	--	2	7	10	4	----	16,1	12,4	----
NICHOLS COLLEGE		V	II	9	9	7	4	7	8	16	7	13,3	12,3	11,5	8,7
NORTH ADAMS STATE COLL			II	7	4	5	4	11	7	28	13	16,1	14,5	12,0	10,0
REGIS COLLEGE		V	II	5	8	8	--	6	6	11	4	17,0	12,5	11,0	----
SALEM STATE COLLEGE			II	6	6	6	5	40	67	78	62	16,7	13,8	11,6	9,9
SIMMONS COLLEGE		V	II	3	3	5	6	21	37	63	17	19,1	15,5	12,1	9,6
SMITH COLLEGE		V	II	1	2	4	7	75	58	88	26	21,7	15,3	12,6	9,4
SOUTHEASTERN MASS UNIV			II	4	4	4	4	32	63	62	37	18,0	14,7	12,3	10,1
SPRINGFIELD COLLEGE		V	II	4	5	7	5	27	23	45	19	18,4	14,5	11,2	9,8
STONEHILL COLLEGE		V	II	9	9	9	--	15	18	38	4	13,9	11,8	10,6	----
SUFFOLK UNIVERSITY		V	II	5	5	7	6	23	20	35	24	17,8	14,5	11,5	9,7
TUFTS UNIVERSITY		V	I	4	7	10	5	55	63	83	25	22,0	15,4	12,3	10,2
UNIV OF MASS AT AMHERST			I	5	5	6	7	289	312	397	115	22,0	16,5	13,1	9,9
UNIV OF MASS AT BOSTON			II	1	2	4	4	41	45	106	57	22,4	15,9	12,4	10,0
WELLESLEY COLLEGE		V	II	1	1	1	2	50	24	66	17	23,1	17,3	13,6	10,8
WESTERN NEW ENGLAND COLL		V	II	8	8	8	7	12	15	34	9	15,2	12,7	11,0	9,5
WESTFIELD STATE COLLEGE			II	5	6	6	4	15	22	63	38	17,7	13,6	11,6	10,2
WHEATON COLLEGE		V	II	5	8	9	10	29	29	37	8	17,5	12,9	10,7	8,7
WHEELOCK COLLEGE		V	II	5	6	7	--	13	10	17	4	17,9	13,7	11,4	----
WILLIAMS COLLEGE		V	II	1	2	3	--	55	23	60	5	21,7	16,2	13,0	----
WORCESTER JUNIOR COLLL		V	III	--	10	10	10	3	11	14	19	----	12,1	10,1	8,9
WORCESTER POLY INST		V	II	2	2	3	2	56	41	56	8	21,0	16,2	12,7	10,8
WORCESTER STATE COLLEGE			II	4	4	5	3	20	39	62	44	18,7	14,8	12,2	10,3
MICHIGAN															
ADRIAN COLLEGE		V	II	4	3	3	1	12	15	49	11	18,6	15,8	12,6	11,1

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) % ARY DIST ATION (ALL FAS			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HO	MON	LO	
----	----	10.3	10.8	----	----	9.4	9.9	----	----			13,5	11,4	9,6	915
11.4	12.6	12.5	10.8	8.4	8.5	8.7	9.4					12,1	10,4	9,7	766
----	13.6	14.7	15.9	----	4.2	4.8	7.1	----				11,1	11,1	9,2	454
----	5.9	6.9	7.7	----				----				12,0	11,0	9,0	884
5.0	6.2	6.8	7.8	8.7	8.9	9.4	10.3	12,5	10,5	8,5	7,0	11,5	11,6	9,0	555
3.7	4.4	5.4	6.7					11,0	11,0	9,0	7,5				
3.7	4.6	5.7	7.2	13.3	11.9	12.1	11.6	14,4	12,3*	10,5*	8,8*	11,1	11,5	9,4	485
----	5.9	5.3	7.3	----	10.7	14.3	15.3	----	10,8	9,0	7,5*	11,1	11,5	9,5	917
----	10.4	10.5	----	----	5.4	5.4	----	----	9,0	7,5	----	9,5	9,6	8,1	
5.0	5.9	7.5	8.9	12.0	12.1	21.7	22.0	13,7	11,9	10,4	8,7	15,4	12,4	10,4	572
3.8	----	5.4	6.5		----	----		13,0	----	9,0	7,5				
	4.8	5.8	7.1		11.0	14.0	14.6		12,3	10,5	8,4	12,7	11,7	10,1	944
----	5.1	6.2	----	----	16.5	16.5	----	----	10,0*	8,5	----	11,1	11,1	10,0	532
3.5	4.4	5.3	6.7												
13.3	14.3	15.1	15.8	8.1	15.7	17.6	13.2	13,0	11,0	9,5		15,4	12,8	10,4	1,356
----	6.1	6.9	8.0	----	6.0	5.6	7.7	----	9,5	8,5	7,1	11,7	10,3	9,1	470
----	4.8	5.1	5.6	----	12.4	14.1	22.3	----	11,1	9,3	7,9	12,1	11,6	9,1	965
12.6	12.9	9.6	----	3.3	2.8	3.9	----	12,0	10,0	8,0	----	12,7	10,1	9,1	1,174
15.7	11.8	5.7	6.6	6.1	7.1	7.5	12.6					22,6	17,6	12,0	1,442
13.9	----	----	----	5.4	----	----	----		----	----	----	24,4	20,0	14,0	1,763
11.6	11.6	11.5	10.8	3.2	9.1	2.6	4.3					12,4	10,7	9,2	533
3.6	4.2	5.6	6.7												
4.5	7.1	6.0	----	4.1	4.3	7.2	----				----	10,0	1,9	1,8	1,322
----	9.7	7.6	7.4	----	11.8	11.1	6.4	----	10,0	8,5	7,0	10,9	1,9	1,5	451
4.4	5.0	5.6	6.3	13.3	10.8	16.1	15.3	14,2*	12,6	10,4	8,4*	14,4	12,7	11,1	511
----	7.6	----	8.4	----	8.0	----	7.1	----		----		10,7	9,5	7,8	521
3.5	4.2	5.6	5.9	7.1	5.3	3.4	11.8	13,0	11,0*	9,0	7,5	13,0	11,2	9,3	513
3.5	4.3	5.3	6.5	6.8	7.1	7.3	7.1	13,0	11,0*	9,0	7,5	14,2	11,8	10,2	715
3.5	4.2	5.5	6.7												
7.4	7.6	7.5		8.2	7.7	8.5		15,7	11,4	9,2		14,3	12,0	10,3	
10.0	12.1	12.0	13.0	6.6	5.7	4.5	4.5	10,5	8,5	8,0	7,0	11,4	10,1	9,3	244
2.3	3.1	3.8	5.0	6.6	8.0	8.1	6.3	13,0	11,0*	8,5	7,0*	14,0	12,5	10,6	640
8.1	10.4	7.6	----	6.6	7.5	7.2	----				----	14,7	12,6	9,6	1,121
11.9	17.3	12.7	9.8	8.4	7.7	7.1	5.8					12,5	11,-	9,5	475
11.3	12.4	12.9	13.4	7.2	10.2	9.4	8.7	12,5	10,5	8,5	7,5	13,7	10,5	9,3	954
17.5	20.9	18.6	----	6.0	8.4	6.0	----				----	18,5	14,6	11,9	2,127
----	----	11.1	12.3	----	----	7.5	7.5	----	----	9,0	7,7	10,6	9,5	9,1	572
13.3	13.4	13.8	8.5	2.7	6.0	9.6	3.5	11,5	9,4	8,0	7,2	14,6	11,1	9,5	991
13.0	14.6	15.3	----	7.9	6.9	7.4	----	15,0	12,9	9,0	----	14,7	12,9	12,0	2,2
----	4.2	4.3	----	----	9.8	11.5	----	----		8,4	----	12,3	11,-	9,2	437
15.2	14.4	12.7	----	6.4	7.8	9.0	----	12,0	10,0	8,0	----	14,5	12,0	11,0	447
10.1	11.0	9.2	7.7	6.6	6.3	5.4	5.6					14,0	11,-	11,5	730
				9.5	7.9	6.1	1.2	13,1	10,1	8,9	7,5	15,3	12,3	10,5	612
14.7	11.3	9.5	7.2									14,4	11,3	11,1	1,1
10.4	11.4	7.7	5.7	8.7	8.7	8.7	8.7					20,1	16,4	11,4	1,425
								13,1	10,8	9,0	7,5	15,3	12,-	10,0	423
2.2	2.4	2.0	2.7	4.0	4.3	4.4	8.1	13,4	10,9	9,0	7,7*	12,0	9,8	8,6	684
----	8.2	----	6.5	----		----	1.2	----	10,2	----	7,9	10,6	8,-	7,4	544
16.2	13.2	12.9	----	7.3	7.7	8.5	----				----	17,6	14,0	12,1	1,1
12.9	13.4	13.2	11.4	6.2	6.0	6.3	7.9					13,6	11,-	10,2	928
	----	10.8	7.1		----	11.5	8.6		----			11,-	11,0	9,3	
----	9.8	10.0	7.3	----				----				11,-	10,-	8,0	7,0
17.3	18.2	18.6	----				----				----	9,5	8,2	7,4	5,1
17.5	19.3	15.7	9.9	9.6	11.4	13.1	10.3					13,1	10,2	9,2	716
2.6	4.4	5.0	5.4	5.9	6.3	5.3	6.3	13,7	10,3	8,7	7,0	12,5	9,8	8,7	5
2.1	2.6	3.1	3.4	4.4	3.8	4.0	4.1	13,1	10,3	8,4	7,5	13,7	12,1	11,0	474
1.6	1.8	1.7	1.9	4.8	4.8	4.5	3.7	13,1	10,2	9,0	7,5*	13,6	11,-	9,-	650
6.0	6.6	7.1	----	6.8	7.9	5.4	----				----	11,0	10,-	10,1	644
1.4	2.5	3.0	2.4	9.0	4.5	6.2	8.3	14,0*	10,8*	9,0**	7,7	11,7	9,-	8,4	473
19.3	20.8	21.2	21.8									24,0	19,0	13,0	1,505
----		----	----	----		----	----	----		----	----	----	----	----	-------
----	12.7	10.8	6.7	----				----				9,7	9,0	7,8	340
11.5	11.1	7.9	7.5	8.8	7.6	9.8	9.9	8,3	7,3	6,0	5,0	13,0	10,3	11,4	20
1.5	2.3	2.7	3.2									12,0	11,-	9,2	931
1.5	2.1	2.5	3.1	10.4	12.6	7.1	12.7	10,1	12,0	9,8	8,0	17,5	14,1	11,7	1,0
16.6	16.9	17.7	19.0	7.3	8.8	10.0	7.6					20,-	17,3	14,5	2,0
1.9	2.4	2.2	3.1	5.8	5.5	4.0	4.7	11,4	10,8	9,0	7,7	11,6	11,1	9,7	577
8.8	8.4	6.8	6.1	3.2	3.6	3.4	3.3	11,6	9,4	7,8	7,6*	14,6	13,4	11,7	9
16.5	18.5	15.3	8.4	5.1	7.1	4.1	6.9	15,3	13,5	10,0	7,5*	16,4	12,0	10,3	1,2
				6.1	5.3	4.7	3.4	13,1	10,4	8,9	7,7	14,4	10,-	9,0	617
6.8	8.5	7.3	----	10.5	8.6	6.1	----				----	12,1	11,-	10,0	1
----	2.0	1.7	----	----	12.1	11.7	----	----	11,7	9,8	----	15,1	13,-	11,5	
11.6	12.8	12.9	8.1	5.0	7.9	8.1	8.4					14,3	12,-	10,-	1
2.1	2.4	1.1	3.0	2.7	4.5	3.7	5.1	13,1*	10,4	8,0	7,5	13,7	12,1	10,4	634
8.6	9.0	8.9	----	5.3	6.2	5.8	----				----	14,1	11,6	9,6	844
1.7	2.0	2.4	2.9	3.7	5.2	5.2	6.1	13,1	10,8	9,0	7,5	14,4	12,0	10,0	711
11.9	11.6	8.6	6.3	8.4	9.1	9.4	11.6	13,1	11,0	9,0	7,0	14,4	12,0	11,1	1,0
20.6	20.0	17.2	9.3	8.0	10.1	10.3	9.0	15,0	12,4	9,6	7,3	16,2	14,1	12,3	
3.4	3.2	3.2	2.7	4.1	4.9	5.3	6.7	12,1	9,7	8,6	7,3	15,1	11,8	10,0	934
11.6	12.6	13.9	13.3	8.7	11.1	7.9	14.0	12,0	9,5	7,5	6,0	14,0	12,5	11,-	846
12.0	13.0	14.0	----	10.0	10.0	10.0	----				----	11,3	9,7	8,2	574
12.8	12.6	11.2	8.9	8.8	11.2	10.2	11.4	11,0	10,1	8,5*	6,0	13,5	11,-	9,5	564
16.5	15.5	14.2	11.3	6.2	9.3	10.0	8.8					14,5	12,-	10,4	1,2
1.3	1.8	2.2	2.8	1.4	4.8	4.6	4.8	14,3	11,0	9,0	6,6	14,4	11,8	10,3	844
1.3	1.8	2.3	2.9	4.7	3.8	3.8	5.4	14,2	11,0	9,0	6,4	15,5	12,-	10,7	1,0
18.9	19.7	19.1	10.5	8.4	13.9	9.6	15.2	17,0	13,3	10,6	9,2	17,5	14,5	11,3	1,5
9.2	11.4	10.8	11.0	6.0	7.2	6.5	6.4	11,0	9,5	8,0	7,0	11,1	10,-	9,-	981
2.6	3.5	4.2	4.8	7.0	4.8	7.0	8.3	14,1	10,8	9,0	7,5	14,0	11,-	10,1	7
11.1	12.3	13.0	8.0	6.0	6.9	6.8	7.0					11,5	11,-	9,5	1,2
14.9	13.6	13.0	----	9.2	7.2	10.3	----				----	14,1	11,6	9,6	1,0
17.7	17.0	18.7	----	6.7	9.5	9.2	----	14,5	12,0	9,0	----	17,3	14,0	12,-	1,8
----	10.0	9.0	8.0	----	12.5	12.6	11.1	----				11,3	9,-	7,-	4
15.4	15.0	10.3	3.3	7.0	7.4	8.0	12.3	14,0	11,8	9,7	8,3	16,6	14,-	11,-	1,4
1.5	2.1	2.7	2.4	4.7	6.1	7.1	7.1	13,1	10,8	9,0	7,5	14,2	12,1	10,5	774
16.2	16.9	18.2	19.1	11.9	13.3	9.6	8.1	13,7	12,0	9,5	7,6	13,2	10,-	10,0	771

NAME OF INSTITUTION	(1) (2) NOTES REL.	(3) INST. CATE-GORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
			PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
MICHIGAN (CONTINDED)														
ALBION COLLEGE	V	II	4	4	3	2	31	33	41	23	18,4	14,8	12,6	10,8
ALMA COLLEGE	V	II	3	2	2	1	18	18	22	20	19,8	16,3	13,4	11,9
AQUINAS COLLEGE	V	II	3	6	6	6	6	15	15	13	19,5	14,0	11,6	9,7
CALVIN COLLEGE	V	II	6	5	3	4	63	28	57	16	16,5	14,2	12,6	10,2
CENTRAL MICHIGAN UNIV	V	II	2	2	2	3	106	103	199	104	21,1	16,1	13,1	10,4
DELTA COLLEGE		III	--	3	3	3	4	44	61	71	----	16,2	13,8	11,5
DETROIT INST OF TECHY	V	II	9	10	10	8	11	16	9	12	14,1	11,2	10,2	9,2
EASTERN MICHIGAN UNIV	V	II	1	1	1	2	130	123	292	79	21,7	16,6	13,6	10,8
FERRIS STATE COLLEGE	V	II	3	3	2	1	45	65	212	94	19,6	15,6	13,4	12,0
GRAND VALLEY STATE COLL	V	II	4	4	3	3	16	33	79	6	18,6	15,0	12,6	10,5
HOPE COLLEGE	V	II	8	7	6	3	28	32	58	20	15,4	13,3	11,7	10,3
KALAMAZOO COLLEGE	V	II	2	3	2	4	20	29	23	10	20,6	15,8	13,5	10,0
LAKE SUPERIOR STATE COLL	V	II	7	7	4	4	8	19	41	14	16,1	13,5	12,3	10,2
LANSING CMTY COLLEGE		III	--	4	3	3	3	14	32	49	----	15,5	13,5	11,6
LAWRENCE INST OF TECHY	V	II	6	5	4	3	11	11	22	19	16,7	14,3	12,3	10,3
MACOMB COUNTY CMTY COLL		III	4	3	3	2	12	88	120	75	18,2	16,1	14,0	12,4
MARYGROVE COLLEGE	V	II	--	--	--	6	3	5	2	8	----	----	----	9,7
MERCY COLLEGE OF DETROIT	V	II	--	9	9	6	5	10	21	10	----	12,2	10,6	9,7
MICHIGAN STATE UNIVERSITY	V	I	6	5	2	1	618	377	412	204	21,3	16,6	14,2	11,7
MICHIGAN TECH UNIV	V	II	3	2	2	3	64	67	85	43	19,8	16,0	13,2	10,3
MONROE CO CMTY COLL		III	--	6	5	5	1	9	25	16	----	14,7	12,9	11,0
NORTHERN MICHIGAN UNIV	V	II	4	2	2	3	29	50	116	76	18,4	15,9	13,2	10,5
NORTHWESTERN MICH COLL		III	--	5	6	8	2	10	12	41	----	15,1	12,5	9,6
OAKLAND UNIVERSITY	V	II	2	2	2	1	48	64	77	42	20,4	15,9	13,4	11,0
SACRED HEART SEMINARY	V	II	--	--	--		2	4	2		----	----	----	
SAGINAW VALLEY COLLEGE	V	II	--	1	1	1	1	6	27	26	----	17,1	13,6	11,4
UNIVERSITY OF DETROIT	V	II	3	4	3	7	66	72	100	31	18,9	15,0	12,7	9,4
UNIV OF MICH - MAIN CAMPUS	V	I	3	3	2	3	752	386	390	97	23,8	17,5	14,4	11,0
U OF MICH - DEARBORN CAMPUS	V	II	3	2	1		22	19	13		19,8	16,2	14,0	
U OF MICH - FLINT CAMPUS	V	II	2	2	1		13	16	20		20,3	16,3	13,8	
WAYNE STATE UNIVERSITY	V	I	5	4	6	10	304	256	379	188	22,3	17,1	13,1	9,3
WESTERN MICHIGAN UNIV	V	II	3	3	3	6	186	283	303	144	19,6	15,2	12,7	9,7
MINNESOTA														
AUGSBURG COLLEGE	V	II	5	6	9	9	15	26	35	11	17,1	13,7	10,5	8,9
BEMIDJI STATE COLL	V	II	4	4	5	4	33	55	71	57	18,3	14,7	12,1	10,1
BETHEL COLLEGE	V	II	8	8	8	10	14	19	14	15	15,5	12,8	11,0	8,7
CARLETON COLLEGE	V	II	3	4	4	2	41	26	37	19	20,0	15,1	12,6	10,7
COLLEGE OF SAINT BENEDICT	V	II	5	7	9	7	10	12	14	13	17,6	13,4	10,6	9,4
COLLEGE OF SAINT TERESA	V	II	--	9	8	7	3	14	17	16	----	12,3	11,0	9,3
COLL OF ST THOMAS	V	II	7	6	6	6	21	16	35	27	16,0	14,0	11,5	9,6
CONCORDIA COLLEGE	V	II	8	7	7	8	28	28	62	26	15,4	13,3	11,5	9,1
GUSTAVUS ADOLPHUS COLLEGE	V	II	3	5	7	6	30	35	46	9	18,9	14,2	11,5	9,7
HAMLINE UNIVERSITY	V	II	2	3	3	4	27	16	26	14	20,2	15,5	12,7	10,1
MACALESTER COLLEGE	V	II	1	1	1	1	36	43	47	25	25,4	17,1	13,6	11,1
MANKATO STATE COLLEGE	V	II	5	5	3	3	112	110	170	130	17,5	14,3	12,7	10,4
MINNEAPOLIS C ART/DESIGN	V	II	--	7	7	9	1	9	12	10	----	13,2	11,4	8,8
MOORHEAD STATE COLLEGE	V	II	4	4	5	2	38	49	112	49	18,3	14,6	12,2	10,7
ST CLOUD STATE COLLEGE	V	II	4	4	4	4	78	63	142	133	18,4	14,9	12,3	10,1
SAINT JOHN'S UNIVERSITY	V	II	3	3	4	4	25	29	39	16	19,8	15,1	12,2	10,2
SAINT MARY'S COLLEGE	V	II	8	7	8	8	8	11	25	12	15,9	13,3	10,8	9,0
ST OLAF COLLEGE	V	II	3	3	4	5	38	52	56	33	19,9	15,3	12,4	9,9
UNIVERSITY OF MINNESOTA	V	I	5	5	5	2	769	488	491	306	22,3	16,5	13,5	11,3
WINONA STATE COLLEGE	V	II	5	6	5	4	36	41	44	36	17,6	14,0	11,9	10,2
MISSISSIPPI														
DELTA STATE COLLEGE		II	7	6	6	9	16	31	57	37	16,0	14,0	11,6	8,9
JACKSON STATE COLLEGE		II	9	8	9	9	21	32	69	99	14,6	12,8	10,4	8,9
MILLSAPS COLLEGE	V	II	7	9	8	8	18	19	20	6	16,0	12,3	11,0	9,2
MISS STATE COLL FOR WOMEN		II	8	9	9	7	39	20	50	22	14,9	12,0	10,5	9,5
MISSISSIPPI STATE UNIV		I	10	10	10	10	161	143	156	69	17,0	14,5	12,2	9,0
TOUGALOO COLLEGE		II	--	10	10	10	4	11	20	18	----	10,9	9,4	8,0
UNIV OF MISSISSIPPI		I	10	10	10	10	108	65	112	32	16,1	14,1	11,5	7,9
U OF SOUTHERN MISSISSIPPI		I	10	10	10	9	83	97	143	70	17,6	13,9	10,9	9,5
MISSOURI														
CENTRAL METHODIST COLLEGE	V	II	10	10	10	10	15	20	17	7	13,6	10,5	9,2	8,5
COTTEY COLLEGE	V	III	--	10	10	7	5	8	6	14	----	11,9	10,6	10,1
CULVER-STOCKTON COLLEGE	V	II	7	8	8	7	8	12	14	6	16,3	12,8	10,[illegible]	9,5
FONTBONNE COLLEGE	V	II	9	10	10	10	12	17	21	10	14,6	10,7	9,[illegible]	8,1
HARRIS TEACHERS COLLEGE	V	II	7	--	1	1	10	5	13	30	16,1	----	14,[illegible]	11,4
JR COLL DIST ST LOUIS		III	5	6	6	7	22	135	124	179	17,0	14,6	12,1	9,8
KANSAS CITY ART INST	V	II		8	10	10		12	11	14		12,5	9,5	8,6
LINDENWOOD COLLEGES	V	II	5	6	7	--	11	17	21	2	17,1	13,8	11,4	----
MARILLAC COLLEGE	V	II	--	10	10	--	2	10	12	2	----	10,8	8,6	----
MARYVILLE COLLEGE	V	II	--	--	10	8	--	4	12	8	----	----	9,6	9,2
MISSOURI STATE COLLEGES		II	7	7	7	8	276	266	522	435	16,0	13,3	11,3	9,2
MISSOURI VALLEY COLLEGE	V	II	9	9	9	--	8	15	12	5	14,0	12,1	10,6	----
MISSOURI WESTERN COLLEGE		II	--	10	9	10	1	17	41	48	----	10,4	10,3	8,4
PARK COLLEGE	V	II	5	7	8	--	8	20	17	1	17,7	13,5	11,0	----
ROCKHURST COLLEGE	V	II	7	9	8	7	9	12	17	15	16,1	12,4	11,0	9,4
ST LOUIS UNIVERSITY	V	I	9	9	7	5	111	89	127	52	18,3	14,8	13,0	10,5
SCHOOL OF THE OZARKS	V	II	7	7	7	--	6	19	26	4	16,0	13,2	11,5	----
TARKIO COLLEGE	V	II	9	10	10	--	10	9	20	1	14,6	11,5	9,6	----
UNIV OF MO COLUMBIA		I	9	9	9	9	526	532	557	279	18,5	14,7	12,4	9,5
WASHINGTON UNIVERSITY	V	I	5	7	6	3	197	126	159	17	22,4	15,8	13,1	11,0
WEBSTER COLLEGE	V	II	--	8	7	8	4	12	25	17	----	13,0	11,3	9,3
WESTMINSTER COLLEGE	V	II	8	9	10	--	26	6	12	5	15,7	12,4	9,7	----
MONTANA														
CARROLL COLLEGE	V	II	--	10	10	7	3	13	12	15	----	11,4	10,3	9,3
COLLEGE OF GREAT FALLS	V	II	--	10	10	--	2	12	15	4	----	11,3	9,2	----
EASTERN MONTANA COLLEGE	V	II	8	8	8	9	41	37	56	22	15,5	12,9	11,0	8,8
MONT COLL MIN SCI & TECH	V	II	4	6	5	--	12	17	18	4	18,2	13,8	11,9	----
MONTANA STATE UNIVERSITY	V	I	10	10	10	10	100	115	153	49	17,3	14,0	11,9	9,3
NORTHERN MONTANA COLL	V	II	--	7	8	5	4	27	30	15	----	13,4	11,0	9,8
ROCKY MOUNTAIN COLLEGE	V	II	--	10	10	--	5	12	15	4	----	11,7	9,9	----
UNIVERSITY OF MONTANA	V	I	9	10	10	8	124	93	113	70	18,0	14,0	11,9	9,7
WESTERN MONTANA COLLEGE	V	II	8	6	8	7	6	10	28	6	15,7	13,7	11,1	9,3
NEBRASKA														
COLLEGE OF SAINT MARY		II			10	10			7	14			8,5	7,9

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HQ	MDN	LQ	
11.6	11.3	11.5	9.6	7.4	7.3	7.7	8.2					14,2	12,1	10,8	1,014
14.8	16.5	16.7	15.3	7.6	8.2	8.6	9.1					15,2	12,4	10,8	927
12.9	12.5	9.4	9.7	8.0	8.2	17.7	15.2					13,1	11,0	9,5	583
15.4	16.1	16.8	15.4	2.9	4.9	6.8	7.2	12,2	10,6	9,1	7,6	13,7	12,2	10,3	699
12.5	12.7	12.8	13.2	12.4	12.4	13.0	13.1					15,0	12,3	10,5	569
----	5.8	6.7	8.0	----				----				13,6	12,4	10,8	558
9.0	8.9	9.4	7.5	7.7	8.4	6.9	6.0					11,5	9,9	9,0	555
13.1	14.1	14.9	15.9	9.3	10.3	8.2	8.4	14,0*	11,3	8,9	7,3	15,4	12,5	10,8	609
11.9	12.1	12.4	12.6	9.3	9.8	9.6	9.5					13,6	12,2	10,9	619
14.6	15.7	17.1	18.0	7.7	9.6	9.3	9.9	12,3	10,2	8,4	7,7	13,3	11,9	10,1	600
10.4	11.3	12.2	13.1	7.3	7.5	7.0	7.0	11,2	9,8	8,6	7,7	12,3	11,0	9,8	802
18.2	17.4	11.1	9.0	8.4	8.5	9.2	9.0					15,8	13,2	11,4	938
12.6	12.9	13.1	13.5	10.6	10.9	10.7	10.9					12,4	11,0	10,0	754
----	6.9	7.8	8.7	----	6.4	7.4	8.7	----				13,3	11,9	10,9	298
11.8	12.8	13.1	12.8	7.1	9.4	9.0	8.4					12,9	11,0	9,7	404
6.7	7.0	7.5	8.0	12.9	13.5	13.8	15.4	10,9	10,3	9,6	9,0	14,7	13,3	12,1	385
----	----	----	8.4	----	----	----	6.5	----	----	----		11,3	10,5	9,0	239
----	9.0	7.5	7.0	----	6.4	8.1	8.3	----	9,5	8,5	7,2	12,0	10,0	8,7	410
14.1	15.3	16.3	17.6	7.1	9.4	11.7	10.9					17,4	14,4	12,2	700
11.5	11.7	11.9	12.2	6.7	7.8	8.3	8.2					15,6	13,2	11,6	742
----	8.6	10.6	11.0	----				----				12,5	11,5	10,6	649
12.9	13.2	13.6	14.1	13.0	12.5	11.4	10.4					13,4	11,5	10,0	465
----	4.9	5.9	7.8	----	24.4	19.0	13.1	----	13,1	10,8		12,4	9,7	8,7	
14.0	15.0	15.9	9.3	7.9	8.2	9.7	7.8					15,5	12,3	10,8	544
----	----	----		----	----	----		----	----	----		----	----	----	------
----	11.9	12.3	12.8	----	17.6	13.6	14.4	----	12,0	10,0	8,5	12,5	11,3	10,1	600
8.2	10.1	9.0	8.2	5.2	5.4	7.3	6.4					15,1	12,9	11,0	574
15.3	16.4	17.3	19.5									19,6	15,4	12,0	1,088
15.8	16.9	17.5										16,6	14,0	12,6	1,432
15.7	16.9	17.7										14,4	12,0	10,8	780
13.8	14.4	11.5	8.7	5.8	6.5	6.9	7.0					16,7	13,5	10,6	696
11.9	12.4	12.9	13.3	8.0	10.7	10.2	9.9					14,6	12,5	10,7	697
18.2	16.8	10.8	8.6	7.2	10.7	7.0	6.7	12,4	10,0	8,4	7,0	11,9	10,4	9,4	660
6.4	7.6	8.2	8.7	6.2	6.3	6.0	7.9					13,8	11,8	9,9	616
11.6	12.8	13.9	14.9	10.3	10.9	9.6	9.3					12,7	10,7	8,8	690
11.1	11.7	10.3	9.4	5.4	7.2	6.8	7.5					16,3	13,0	11,2	1,339
6.8	8.6	9.8	11.1	18.1	11.8	12.6	12.6	14,0	10,5	8,5	7,5	13,3	9,9	8,9	837
----	9.6	6.2	6.6	----	4.0	4.1	4.6	----				11,1	10,1	8,7	568
10.2	8.2	8.9	9.4	9.4	8.5	7.8	8.0					13,1	11,0	9,5	555
9.2	10.0	8.3	7.5	6.9	6.7	7.1	6.8					12,5	11,1	9,3	736
15.3	13.6	12.7	13.3	5.0	9.1	9.9	11.7	14,0	11,0*	9,0*	8,0*	14,0	11,3	10,3	885
13.4	14.3	9.6	5.7	4.4	5.3	11.0	11.6	16,5	12,5	10,0	8,0	17,4	12,5	11,1	1,021
17.6	16.8	15.0	10.5	5.9	18.0	9.2	8.9					17,0	13,1	11,0	1,245
6.6	6.7	6.8	7.8	5.7	6.0	6.3	6.1	11,0	9,5	8,0	6,5	14,4	11,9	10,3	629
----	10.4	10.5	8.1	----	16.9	17.7	16.3	----	10,8	9,5	7,5	12,0	10,4	9,0	768
6.4	7.6	8.2	8.6	5.8	5.9	5.9	6.1					13,8	11,5	10,5	631
6.4	7.0	7.3	7.9	5.9	6.3	6.3	5.8	11,0	9,5	8,0	6,5	14,3	11,8	9,9	623
8.7	10.6	10.4	9.3	6.1	9.1	11.6	12.6					15,8	12,4	10,7	
3.6	7.0	9.3	10.0	4.5	15.4	4.9	6.7	11,7	10,5	8,1	7,1	12,5	10,3	9,0	675
16.2	16.1	12.0	6.4	7.6	8.8	7.5	7.4					14,2	12,2	10,5	965
16.6	16.1	15.9	15.9	5.1	3.8	5.1	6.5					17,3	13,9	11,5	757
6.7	7.7	8.3	8.7	5.8	6.1	6.6	6.4					13,7	12,0	10,0	558
3.7	4.2	5.0	6.0	7.5	8.1	8.6	9.6					13,6	11,4	9,0	613
4.4	4.9	6.0	6.4	15.0	14.6	12.8	12.7					11,2	9,4	8,3	505
14.7	14.9	13.5	6.8	7.2	7.8	6.7	11.3					12,3	10,4	9,4	875
3.8	4.7	5.3	5.8	12.9	12.2	13.0	14.0	12,0	10,0	9,0	8,0	12,6	10,7	9,5	647
3.5	4.0	4.6	5.6	13.7	12.9	12.3	13.2					15,4	12,8	10,5	904
----	4.5	4.1	4.5	----				----				10,3	8,4	7,8	685
3.6	4.1	5.0	6.2	14.2	15.6	14.7	17.0	11,0*	9,0	7,5*	6,5*	14,9	12,5	10,5	599
3.3	4.2	5.3	5.8									14,1	12,3	10,0	645
8.7	8.7	9.0	7.9	6.7	11.0	11.5	15.5	9,5	8,0	6,0	6,0	10,8	9,6	8,4	785
----	13.3	13.4	13.6	----	6.8	8.4	7.8	----				10,5	10,1	8,9	1,280
16.9	19.2	15.7	14.3	22.7	23.2	22.0	9.7	10,0	9,0	8,0	7,0	11,9	9,6	8,6	651
3.2	3.4	4.3	7.0	5.0	5.0	6.4	6.9					11,2	9,7	8,6	864
11.2	----	11.7	12.6	.6	----	.7	4.1	----		----		13,0	12,2	9,7	612
2.0	2.0	2.0	2.0					14,6	12,5	10,5	7,5	13,5	12,0	10,0	370
	9.1	10.1	7.8		8.4	7.2	8.5					10,6	8,6	8,2	686
9.6	10.8	7.6	----	4.6	4.8	7.3	----				----	13,5	11,5	10,3	1,110
----	2.3	.4	----	----	6.3	8.0	----	----	8,5	7,3	----	10,6	9,6	8,0	1,287
	----	7.5	7.1		----	5.4	9.3		----			9,7	9,1	8,5	461
3.0	3.6	4.3	5.4												475
9.3	10.0	9.3	----	7.9	8.5	7.9	----				----	11,8	10,9	9,1	526
----				----				----				11,0	9,1	8,2	361
9.2	8.2	8.6	----	7.0	6.8	7.8	----	14,9	10,4	9,4*	----	14,0	12,0	10,0	940
9.8	10.6	6.9	5.7	7.4	7.8	8.6	7.6					11,9	10,9	9,2	
9.9	10.0	10.1	11.0									15,0	13,0	11,5	816
12.8	12.2	13.1	----	7.1	7.1	7.1	----				----	12,3	11,0	10,1	667
15.7	17.3	15.4	----	6.4	7.2	7.4	----	11,4*	9,6*	8,1*	----	10,7	9,0	8,1	810
3.2	4.1	4.8	6.1	4.7	4.3	4.7	5.0					16,0	13,0	11,1	666
13.8	11.5	12.0	12.2	.2	6.5	6.7	5.6					18,5	14,3	11,8	1,455
----	9.9	9.3	7.2	--	6.9	7.3	7.1	----				12,5	10,4	8,8	583
14.6	15.3	9.4	----	5.1	4.1	4.1	----				----	14,3	12,3	9,3	953
----	10.6	11.2	8.9	----	8.2	7.5	7.4	----	9,5*	8,0	7,5	10,5	9,3	8,6	459
----	11.5	7.8	----	----	8.3	8.0	----	----	9,0	8,0	----	10,4	9,0	8,0	303
8.5	9.3	10.5	11.0	4.9	5.8	6.9	6.2					12,8	11,1	9,0	435
8.1	9.3	10.1	----	5.0	7.3	6.3	----				----	14,2	12,3	10,6	727
8.5	9.3	10.1	11.1	6.0	6.9	8.8	6.1					14,3	12,0	10,4	669
----	9.0	10.2	10.8	----	5.8	6.2	7.0	----				11,9	10,4	9,4	624
----	13.5	10.1	----	----	8.4	6.3	----	----	9,5	8,0	----	10,8	9,5	8,8	711
7.8	8.8	9.5	10.1	6.0	7.2	6.1	6.3	13,5*	10,6	8,4*	7,0	15,3	12,1	10,1	676
8.4	8.9	10.0	10.7	5.6	6.8	5.2	4.9					11,8	10,6	9,4	610
		4.2	5.1			8.4	7.7			7.2	7.2	9,0	8,3	7,6	409

NAME OF INSTITUTION	(1) (2) NOTES RET.	(3) INST. CATE-GORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
			PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
NEBRASKA (CONTINUED)														
CONCORDIA TEACHERS COLL		II	10	10	10	10	10	28	36	10	12,8	11,6	9,5	8,0
CREIGHTON UNIVERSITY	V	II	6	5	5	5	23	40	45	36	16,8	14,1	11,8	9,9
DANA COLLEGE	V	II	8	8	7	9	9	17	12	7	15,1	13,1	11,8	8,8
DOANE COLLEGE	V	II	9	9	10	9	9	12	21	8	11,9	12,0	10,1	8,8
HASTINGS COLLEGE	V	II	9	10	9	7	13	17	17	10	11,8	11,6	10,9	9,5
KEARNEY STATE COLLEGE	V	II	8	8	8	6	34	40	69	98	15,5	13,1	12,1	9,8
MIDLAND LUTHERAN COLLEGE	V	II	--	9	8	5	5	8	26	8	----	11,8	10,9	9,8
NEBRASKA WESLEYAN UNIV	V	II	9	9	8	8	20	29	43	12	14,7	12,0	11,0	9,1
UNIVERSITY OF NEBRASKA	V	I	8	9	8	10	190	177	197	85	19,4	14,8	12,7	9,1
UNIV OF NEBRASKA AT OMAHA	V	II	4	5	5	6	65	59	135	87	18,4	14,3	12,0	9,7
NEVADA														
UNIV OF NEVADA-RENO	V	II	3	5	5	6	95	86	97	20	19,2	14,6	12,0	9,6
UNIV OF NEVADA-LAS VEGAS	V	II	4	4	4	6	31	54	67	18	18,2	14,8	12,2	9,7
NEW HAMPSHIRE														
DARTMOUTH COLLEGE	V	I	4	3	6	5	128	57	89	35	23,2	17,4	13,3	10,3
FRANKLIN PIERCE COLLEGE	V	II	10	9	10	10	10	23	28	8	13,0	10,8	9,6	8,3
KEENE STATE COLLEGE	V	II	6	7	6	3	15	28	50	14	16,4	13,4	11,8	10,3
MOUNT SAINT MARY COLLEGE	V	II	--	--	10	10	3	2	10	7	----	----	8,9	7,5
NEW ENGLAND COLLEGE	V	II	9	9	8	6	6	16	37	16	13,9	11,9	11,0	9,7
NEW HAMPSHIRE TECHL INST		III	10	10	10	10	7	17	8	7	13,3	11,2	10,1	8,5
PLYMOUTH STATE COLLEGE	V	II	6	5	6	5	16	12	33	36	16,6	14,5	11,7	9,8
UNIV OF NEW HAMPSHIRE	V	I	7	7	7	6	127	137	143	58	20,5	15,6	12,9	10,1
NEW JERSEY														
BERGEN COMMUNITY COLLEGE	V	III	--	3	2	3	5	11	42	38	----	16,6	14,4	12,0
BLOOMFIELD COLLEGE	V	II	7	8	6	4	16	15	23	13	16,4	13,1	11,6	10,1
CALDWELL COLLEGE	V	II		--	10	10		3	15	12		----	9,5	8,5
DREW UNIVERSITY	V	II	3	4	2	5	25	24	23	29	19,8	15,0	13,1	9,9
FAIRLEIGH DICKINSON UNIV	V	II	1	1	1	1	79	136	187	85	22,0	19,2	15,1	11,9
GLASSBORO STATE COLLEGE	V	II	2	1	1	1	72	67	96	80	21,2	17,3	14,0	11,7
JERSEY CITY STATE COLLEGE	V	II	2	1	1	1	67	73	105	70	21,5	17,0	13,8	11,7
MONMOUTH COLLEGE	V	II	8	7	6	8	40	56	82	40	15,4	13,5	11,7	9,1
MONTCLAIR STATE COLLEGE	V	II	2	1	2	1	65	75	147	83	20,9	16,7	13,5	11,2
NEWARK STATE COLLEGE	V	II	2	1	1	1	74	84	96	67	21,4	16,9	13,8	11,6
PATERSON STATE COLLEGE	V	II	2	1	1	1	79	81	119	68	21,2	16,8	13,6	11,7
PRINCETON THEOLOGICAL SEM	V	II	1	1	2	--	20	6	8	3	22,7	17,3	13,0	----
PRINCETON UNIVERSITY	V	I	2	5	6	9	262	98	194	43	25,5	16,6	13,1	9,6
RIDER COLLEGE	V	II	3	4	5	3	25	34	79	38	19,0	14,6	12,0	10,2
RUTGERS STATE UNIVERSITY	V	I	2	2	3	3	432	339	554	205	25,6	17,9	13,9	11,2
SAINT PETER'S COLLEGE	V	II	6	7	6	6	19	32	45	20	16,7	13,6	11,8	9,7
SETON HALL UNIVERSITY	V	II	3	4	5	7	51	81	106	44	19,5	15,0	11,9	9,5
STEVENS INST OF TECHY	V	I	4	7	8	10	40	46	41	16	23,0	15,7	12,7	9,1
TRENTON STATE COLLEGE	V	II	2	1	1	1	72	86	141	85	21,3	16,2	13,9	11,9
UNION COLLEGE	V	III	--	3	3	4	2	16	21	26	----	16,4	13,7	11,5
UPSALA COLLEGE	V	II	5	6	5	5	22	28	25	11	17,2	14,0	12,1	9,9
WESTMINSTER CHOIR COLLEGE	V	II	--	10	10	--	5	16	12	4	----	10,9	9,8	----
NEW MEXICO														
EASTERN NEW MEXICO UNIV		II	9	8	8	7	25	48	64	34	14,6	12,5	10,9	9,4
NEW MEXICO HIGHLANDS UNIV		II	9	9	9	10	25	30	44	7	14,1	12,4	10,6	8,8
N MEX INST MINING & TECH		II	7	5	6	--	19	17	22	5	16,3	14,2	11,5	----
NEW MEXICO STATE UNIV		I	10	10	10	10	92	95	121	26	17,6	13,9	11,8	9,0
UNIV OF ALBUQUERQUE	V	II	--	10	10	10	5	20	20	17	----	11,3	9,1	7,2
UNIVERSITY OF NEW MEXICO		I	10	10	10	9	170	152	172	24	19,0	14,0	11,7	9,4
WESTERN N MEX UNIV		II	6	6	6	--	8	20	16	3	16,8	13,7	11,6	----
NEW YORK														
ADELPHI UNIVERSITY	V	I	8	6	6	3	57	93	103	69	20,0	16,2	13,2	11,1
ALFRED UNIVERSITY	V	II	4	3	3	4	29	27	62	22	18,3	15,8	12,9	10,1
BARD COLLEGE	V	II	4	3	4	--	15	14	14	4	17,9	15,6	12,5	----
BARNARD COLLEGE	V	II	1	3	3	4	28	28	43	30	22,3	15,7	12,7	10,2
BRIARCLIFF COLLEGE	V	II	6	6	3	2	9	12	21	8	16,7	13,8	12,7	10,7
BROOME TECH CMTY COLL	V	III	4	6	6	5	27	30	61	43	17,8	14,5	12,6	10,6
CANISIUS COLLEGE	V	II	6	5	4	4	13	36	65	25	16,7	14,5	12,5	10,0
CAZENOVIA COLLEGE	V	III	--	--	7	10	3	3	12	13	----	----	12,0	9,2
CUNY B M BARUCH COLL	V	II	1	1	1	--	35	40	81	4	33,1	26,4	19,7	----
CUNY BRGH MANHATTAN COM C	V	III	1	1	1	1	20	35	83	77	25,5	21,6	16,3	14,8
CUNY BRONX COMM COLL	V	III	1	1	1	1	23	48	130	77	26,9	21,8	16,8	14,6
CUNY BROOKLYN COLL	V	II	1	1	1	1	173	164	292	205	33,4	25,3	20,1	15,4
CUNY CITY COLLEGE	V	II	1	1	1	1	176	203	306	86	32,1	25,2	19,2	15,0
CUNY COLL NO SEVENTEEN	V	II	--	--	--		2	5	3		----	----	----	
CUNY DE HOSTOS COM COLL	V	III	1	1	1	1	9	14	21	7	27,2	21,5	18,0	15,8
CUNY GRADUATE DIV	V	I	1	1	1	--	86	39	52	2	33,7	25,3	19,7	----
CUNY H H LEHMAN COLL	V	II	1	1	1	1	43	86	164	30	30,8	23,5	19,6	15,5
CUNY HUNTER COLL	V	II	1	1	1	1	139	127	224	93	32,3	24,8	19,7	15,5
CUNY JOHN JAY COLL	V	II	1	1	1	1	12	19	62	45	30,6	23,4	17,6	15,1
CUNY KINGSBOROUGH COM COL	V	III	1	1	1	1	18	25	93	80	26,4	20,6	17,7	15,6
CUNY NEW YORK CY COM COLL	V	III	1	1	1	1	77	83	120	76	28,3	22,5	16,2	14,9
CUNY QUEENS COLLEGE	V	II	1	1	1	1	163	176	304	45	31,5	24,1	19,5	15,8
CUNY QUEENSBOROUGH COM C	V	III	1	1	1	1	28	44	146	169	26,5	21,1	17,7	15,4
CUNY RICHMOND COLL	V	II	1	1	1	1	10	15	67	23	30,4	23,5	18,5	16,0
CUNY STATEN ISLAND COM COLL	V	III	1	1	1	1	20	39	105	76	27,3	21,1	17,6	15,3
CUNY YORK COLLEGE	V	II	--	1	1	1	2	14	66	44	----	25,0	19,2	15,7
CLARKSON COLL OF TECH	V	II	1	1	1	3	41	45	55	25	22,9	17,4	14,1	10,3
COLGATE UNIVERSITY	V	II	1	2	2	1	46	35	42	19	24,8	16,4	13,2	11,2
COLL ST VINCENT	V	II	--	--	6	7	3	5	11	12	----	----	11,7	9,4
COLLEGE OF NEW ROCHELLE	V	II	3	3	5	3	9	13	29	8	18,0	15,5	11,9	10,4
COLLEGE OF SAINT ROSE	V	II	8	7	9	--	6	8	10	5	15,3	13,3	10,6	----
COLUMBIA UNIVERSITY	V	I	1	3	6	5	437	161	239	75	25,8	17,3	13,3	10,5
TEACHERS COLL COLUMBIA U	V	I	3	1	1	3	85	50	28	27	23,7	18,1	15,0	11,2
COOPER UNION	V	II	2	1	1	2	18	24	24	8	20,3	17,9	14,3	10,7
CORNELL UNIVERSITY	V	I	2	2	3	4	140	168	282	14	25,1	17,8	14,1	10,6
CORNELL CONTRACT COLLS	V	I	3	1	1	5	154	68	68	12	23,5	18,1	15,2	10,3
CORNING CMTY COLLEGE	V	III	3	4	4	6	13	16	40	29	18,9	15,5	13,0	10,5
DOMINICAN COLLEGE	PNA V	II												
DOWLING COLLEGE	V	II	3	3	3	1	8	19	14	24	19,0	15,5	13,0	11,1
DUTCHESS COMMUNITY COLL	V	III	2	3	3	4	16	36	61	13	19,9	16,6	14,0	11,2
D'YOUVILLE COLLEGE	V	II	8	7	7	6	10	20	22	40	15,9	13,2	11,3	9,5
EISENHOWER COLLEGE	V	II	2	2	3	1	9	8	28	6	20,6	16,5	12,8	11,0
ABETH SETON COLLEGE	V	III		--	10	--		2	9	3		----	9,8	----

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY EQUIV./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HQ	MDN	LQ	
30.6	33.0	39.3	44.7	7.0	7.4	6.9	6.9	8,2	8,0	5,8	5,0	8,4	7,6	6,3	571
8.9	9.4	10.3	11.0	13.4	11.3	10.4	9.7					13,0	11,2	9,6	
10.9	10.7	10.6	6.6	7.4	6.5	9.1	7.2					12,5	11,6	9,8	678
9.2	9.9	10.7	6.1	6.9	10.1	9.3	10.4					11,5	9,8	8,8	745
11.8	12.0	9.0	7.7	7.0	6.6	7.4	10.1					10,9	10,3	9,5	776
9.1	9.9	10.2	11.1	4.5	5.8	5.9	5.5					12,3	10,4	9,0	531
----	11.8	12.3	12.8	----	9.8	6.3	5.6	----				10,5	9,5	9,0	648
9.8	11.1	10.0	6.4	6.1	6.2	6.7	6.8	10,0	9,0	8,0	7,0	11,6	10,6	9,2	1,010
8.6	9.5	10.1	11.0	5.6	5.7	5.9	6.8					15,7	12,9	11,0	512
10.2	10.5	10.3	9.2	4.9	6.7	7.1	5.3					13,6	11,3	9,5	412
6.6	6.7	6.9	7.1	4.7	6.9	7.2	5.1	14,1	10,8	8,8	6,7	15,7	12,9	11,3	776
6.6	6.7	6.9	7.1	6.5	7.8	7.4	8.9	14,1	10,8	8,8	6,7	14,7	12,8	11,2	699
22.8	20.0	17.1	6.8	8.0	9.2	7.5	8.1					18,0	14,8	11,0	1,494
8.3	10.0	8.4	8.8	9.9	15.8	8.7	8.3	10,4	9,2*	8,0	6,8	10,3	9,3	8,5	598
12.5	12.6	12.8	13.1	9.6	9.7	8.0	9.2					12,0	10,7	9,6	673
----	----	2.6	2.2	----	----	10.3	8.3	----	----			9,5	9,0	7,7	761
10.2	11.2	11.7	12.5	22.0	16.0	13.1	9.4	12,4	10,2	8,2	7,5	10,1	10,0	9,2	805
4.0	4.8	5.4	5.7	7.1	5.8	10.8	5.5	10,2	8,8	8,1	7,4	10,9	10,3	9,1	1,223
10.8	11.4	11.2	9.7	9.7	10.6	8.9	10.3					12,4	10,9	9,1	578
11.7	12.0	12.1	6.5	7.3	6.9	7.4	6.8					15,8	13,1	11,1	841
----	15.1	16.0	16.4	----	15.2	14.5	14.3	----	11,3	9,4	8,5	13,9	11,8	10,5	1,042
10.9	10.1	10.7	11.4	12.5	17.1	12.2	14.1	11,5	10,0	9,0	8,0	13,1	11,0	9,5	670
	----	11.5	9.7		----	8.2	6.8		----			8,5	8,0	7,5	409
15.9	14.5	15.9	7.1	6.6	9.0	10.2	7.2					14,5	12,0	10,0	942
12.0	11.1	10.5	11.5	26.8	27.6	25.2	21.8					16,0	14,5	12,1	430
12.8	13.5	14.4	15.4	11.9	7.8	16.1	14.3	15,3	12,2	10,4	8,5	16,3	13,0	11,0	975
14.5	15.4	16.4	17.3	8.9	10.4	13.0	15.3	15,3	12,6	10,4	8,5	16,3	12,9	10,7	1,205
10.5	10.9	11.2	9.7	9.4	8.6	9.9	8.1					13,0	11,2	9,7	562
9.9	10.7	11.1	13.8	10.1	12.7	12.4	15.1	15,3	12,6	10,4	8,5	15,5	12,5	10,5	1,004
14.2	15.1	16.1	17.1	7.9	9.5	14.8	15.7	15,3	12,6	10,4	8,5	16,4	13,5	11,0	1,134
13.2	14.2	15.3	16.2	8.4	9.3	14.4	15.5	15,3	12,6	10,4	8,5	16,4	13,6	10,7	935
42.0	22.0	24.0	----	10.7	13.6	16.9	----	16,0	14,0	10,0*	----	16,0	14,0	10,5	1,212
17.2	14.8	13.2	6.7	5.4	7.6	7.9	9.1	15,0	12,5	10,0	8,0	20,5	14,5	11,5	2,230
12.1	12.8	12.5	12.6	5.1	7.1	6.4	5.7					12,6	10,6	8,7	644
12.5	13.7	14.9	16.2					15,3	12,6	10,4	8,5	14,9	14,0	11,4	----
12.0	12.2	9.7	7.0	8.7	9.8	10.2	13.4	13,0	10,5	9,5	8,0	12,5	11,0	10,0	
10.7	11.6	9.6	7.0	6.9	7.9	8.9	7.7	14,5	11,5	8,6	7,1	13,9	12,2	10,2	587
12.8	12.8	10.0	7.4	7.9	9.7	8.9	8.0					17,0	13,3	11,5	1,320
12.8	13.7	14.6	15.4	8.1	11.1	17.6	17.6	15,3	12,6	10,4	8,5	16,1	12,6	11,1	1,178
----	25.7	27.8	30.2	----	17.1	17.4	18.2	----	11,4	10,0	8,2	12,0	10,5	9,0	463
15.1	16.8	14.3	12.1	9.5	9.3	9.6	10.2	12,0	10,0	8,5	7,0	13,5	11,6	10,5	864
----	14.3	11.5	----	----	8.3	8.0	----	----			----	10,0	9,0	8,0	1,001
3.8	4.4	5.1	5.9	5.8	6.0	6.0	6.1					12,1	10,4	9,6	545
3.4	3.9	4.6	5.2	5.7	7.6	7.1	7.5	10,5	9,5	8,5	7,0	12,7	11,2	10,0	551
3.4	3.9	4.8	----	4.6	4.5	4.5	----				----	15,7	13,3	11,0	1,009
3.5	4.3	5.0	5.9	6.5	6.7	7.3	7.0					15,2	12,4	11,1	871
----	7.8	6.1	6.4	----	3.5	3.6	3.6	----	8,8	6,8	6,0	10,4	8,9	7,3	546
4.0	4.9	5.9	7.1	6.5	7.0	8.6	7.1					15,7	13,0	11,0	555
3.4	4.1	4.5	----	5.9	7.1	8.4	----	14,8	12,1	9,6	----	13,5	12,0	10,7	618
9.7	10.5	11.4	12.4	11.5	12.1	11.9	12.9	14,5	11,0	9,5	8,0	15,0	12,5	11,0	864
13.4	15.5	14.8	10.5	9.4	9.1	11.3	9.6	11,2*	8,8	7,9	6,7	14,8	11,3	10,1	1,002
16.1	16.8	11.2	----	9.6	10.5	9.6	----	14,0	12,0	10,0	----	14,8	12,4	11,7	1,037
22.7	16.7	17.7	13.3	5.2	8.2	7.2	14.5	15,0	12,0	10,0	8,0*	14,4	11,5	10,0	942
11.8	11.3	11.3	9.0	13.0	9.4	7.4	13.2					13,5	12,6	10,7	1,274
15.3	17.4	19.8	20.2	9.4	8.5	9.9	9.0	11,4	9,7	8,3	7,5	12,8	10,7	9,8	971
12.1	14.0	14.6	11.6	9.5	9.4	10.3	8.5					12,6	11,3	10,0	
----	----	8.9	7.2	----	----	7.7	6.7	----	----			11,9	10,1	9,6	736
17.8	18.5	19.7	----	9.5	10.0	13.5	----	21,2	16,8	13,8	----	21,3	15,9	12,4	799
18.6	19.3	20.5	21.3	7.7	9.0	9.6	8.1	19,8*	15,8	12,6	12,0	16,1	14,3	12,7	771
18.4	19.2	20.6	21.4					19,8*	15,8	12,6	12,0	16,0	14,0	12,6	1,111
17.7	18.6	19.6	18.6					21,2	16,8	13,8	12,0	20,3	17,8	13,8	927
17.8	18.6	19.8	21.2	11.4	14.0	19.7	17.6	21,2	16,8	13,8*	12,0	22,3	16,4	13,2	1,171
----	----	----		----	----	----		----	----	----		18,8	14,8	10,8	
18.4	19.3	20.1	21.0					19,8	15,8	12,6	12,0	16,8	16,3	14,3	2,159
17.7	18.7	19.8	----	8.6	11.3	14.1	----	21,2	16,8	13,8	----	29,6	24,1	17,7	3,095
18.0	18.8	19.7	21.0	9.1	13.0	15.1	14.2	21,2	16,8	13,8	12,0	18,7	14,8	12,8	1,247
17.8	18.7	19.7	21.0	6.3	7.0	9.0	8.0	21,2	16,8	13,8	12,0	21,4	17,0	13,0	1,007
18.0	19.0	20.3	21.3	7.3	7.8	9.4	8.3	21,2	16,8	13,8	12,0	16,6	13,8	12,3	966
18.5	19.6	20.3	21.0	17.6	14.7	11.4	12.2	19,8	15,8	12,6	12,0	15,8	14,1	12,8	976
18.2	19.1	20.7	21.3	14.4	15.5	13.7	14.5	19,8*	15,8	12,6	12,0	20,6	16,1	14,8	1,637
17.9	18.8	19.8	20.9	10.2	13.0	14.3	4.3	21,2	16,8	13,8	12,0	21,1	16,8	13,6	1,128
18.5	19.4	20.3	21.1	12.8	16.7	15.0	16.0	19,8	15,8	12,6	12,0	15,8	14,1	12,3	981
18.0	18.9	20.0	20.8	11.7	14.3	14.4	10.4	21,2	16,8	13,8	12,0	17,5	15,0	13,5	1,423
18.4	19.4	20.3	21.2	12.6	14.4	14.6	15.7	19,8	15,8	12,6	12,0	16,8	14,3	12,8	1,065
----	18.7	19.8	19.8	----	13.0	14.5	10.5	----	16,8	13,8	12,0	16,8	13,9	12,6	1,310
14.3	15.0	10.8	10.1	7.6	6.8	7.4	4.6	14,0	11,0	9,0	7,0	16,5	13,8	12,2	1,053
26.8	17.7	16.5	15.0	6.0	10.6	9.7	9.1					17,9	13,1	11,0	1,110
----	----	11.6	10.3	----	----			----	----			11,5	10,5	9,0	
14.4	13.5	12.4	7.3	12.3	14.5	10.5	11.9	16,3	12,7	9,6	8,0	14,1	11,4	10,3	773
13.9	14.2	15.6	----	3.8	8.7	10.3	----	12,0	10,0	8,0	----	13,0	9,6	9,0	409
17.9	15.6	14.7	7.1					16,0*	13,0*	10,5	9,0	21,4	16,0	11,5	1,615
16.4	16.1	17.4	13.4	8.3	7.8	9.2	11.3					19,5	16,5	13,0	1,116
12.7	12.9	13.4	14.2	12.2	15.2	21.5	22.2	16,0*	13,0	11,0	9,0*	16,5	14,4	12,2	
16.6	17.7	18.1	20.6	4.8	6.7	8.4	6.2					20,0	15,0	12,0	
20.9	20.8	20.6	23.1	11.0	8.5	12.2	25.9					19,0	15,9	13,3	
18.2	19.0	19.7	20.5	11.9	12.5	12.8	13.7	13,5	11,0	9,0	7,5	12,7	10,9	9,5	711
14.9	12.7	12.2	8.9	16.7	17.1	17.2	12.2	15,9*	13,4*	10,9*	8,4*	13,7	11,8	10,4	867
17.8	18.5	18.5	19.2	12.9	10.5	11.4	11.6					14,3	12,9	11,2	989
12.2	15.0	13.7	13.5	3.2	6.4	5.0	7.6	13,6	9,6	8,2	7,0	11,3	9,6	8,5	909
16.9	15.3	12.0	11.6	6.8	9.8	7.6	5.3					14,5	12,1	11,1	1,141
	----	8.6	----		----	15.1	----		----	8,2	----	9,4	9,1	8,0	

NAME OF INSTITUTION	(1) (2) NOTES RET.	(3) INST CATE GORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
			PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
NEW YORK (CONTINUED)														
ELMIRA COLLEGE	V	II	4	4	3	3	17	13	22	23	18,1	14,6	12,6	10,5
ERIE COMMUNITY COLLEGE	V	III	3	3	4	6	23	31	110	53	19,8	16,0	13,1	10,4
FASHION INSTITUTE		III	1	1	1	1	18	26	65	26	27,0	22,1	17,0	13,8
FORDHAM UNIVERSITY	V	I	7	8	10	5	81	128	170	78	21,6	15,4	12,1	10,2
FULTON-MONTGOMERY CMTY C	V	III	--	2	3	3	3	13	28	20	----	17,1	13,6	11,7
GENESEE COMMUNITY COLLEGE	V	III		2	3	4		15	40	18		17,3	13,7	11,1
GOOD COUNSEL COLLEGE	V	II	10	--	10	10	6	4	16	6	11,7	----	9,2	8,1
HAMILTON COLLEGE	V	II	2	3	4	--	33	17	29	2	20,3	15,5	12,5	----
HARTWICK COLLEGE	V	II	7	6	6	8	21	15	53	19	16,4	14,0	11,8	9,1
HERKIMER CO CMTY COLL	V	III		--	3	5		3	13	17		----	13,3	10,6
HOBART & WM SMITH COLLS	V	II	3	5	5	5	26	18	27	24	19,1	14,4	12,1	9,9
HOFSTRA UNIVERSITY	V	II	1	1	1	2	70	103	100	80	22,3	17,4	14,0	11,0
IONA COLLEGE	V	II	4	3	6	9	10	22	62	23	18,1	15,3	11,7	9,0
ITHACA COLLEGE	V	II	5	5	5	4	27	49	117	26	17,2	14,5	12,2	10,1
JAMESTOWN CMTY COLLEGE	V	III	--	6	6	7	5	18	20	26	----	14,6	12,2	10,1
JEFFERSON COMMUNITY COLL	V	III	--	7	8	7	3	17	19	14	----	13,8	11,4	10,1
KEUKA COLLEGE	V	II	5	4	6	4	7	11	22	18	17,1	15,0	11,8	10,1
KIRKLAND COLLEGE	V	II	--	3	4	2	4	12	14	8	----	15,1	12,4	10,7
LE MOYNE COLLEGE	V	II	5	4	4	4	12	18	20	11	17,2	14,8	12,4	10,0
LONG ISLAND UNIVERSITY	V	II	1	1	2	2	153	232	256	169	22,2	16,8	13,5	10,5
MANHATTAN COLLEGE	V	II	2	2	2	3	22	56	76	28	20,6	16,5	13,1	10,3
MANHATTANVILLE COLLEGE	V	II	5	5	4	3	22	24	26	11	17,4	14,5	12,1	10,5
MARIST COLLEGE	V	II	6	4	3	4	6	12	35	11	16,7	14,7	12,6	10,2
MARYMOUNT COLLEGE	V	II	3	3	4	4	11	18	21	15	20,4	15,6	12,5	10,1
MARYMOUNT MANHATTAN COLL	V	II	--	6	5	5	3	6	18	14	----	13,9	12,0	9,8
MERCY COLLEGE	V	II	7	8	9	7	6	6	29	13	16,4	13,0	10,4	9,5
MOLLOY CATH COLL WOMEN	V	II	--	--	10	8	2	3	7	31	----	----	10,0	9,2
MONROE COMMUNITY COLLEGE	V	III	3	3	3	3	39	74	75	71	19,3	15,9	14,0	11,7
NASSAU CMTY COLLEGE	V	III	1	1	1	1	38	60	117	134	24,6	19,7	16,3	13,7
NAZARETH COLL OF ROCHESTER	V	II	--	5	7	8	5	8	19	24	----	14,6	11,3	9,2
NEW SCH FOR SOC RESEARCH	V	I	1	2	4		19	14	13		28,6	17,9	13,7	
NEW YORK INST OF TECHY	V	II	5	6	5	4	27	53	87	61	17,3	14,0	12,0	10,1
NEW YORK UNIVERSITY	V	I	3	4	3	5	473	342	279	115	24,0	17,1	14,0	10,3
PACE COLLEGE	V	II	1	2	2	2	49	41	91	63	21,7	16,5	13,4	11,0
POLY INST OF BROOKLYN	V	I	7	7	7	10	88	93	55	42	20,4	15,5	12,9	8,8
PRATT INSTITUTE	V	II	2	2	3	2	46	47	59	32	20,3	16,4	12,7	10,7
RENSSELAER POLY INSTITUTE	V	I	6	7	4	10	117	102	79	24	21,1	15,9	13,6	8,9
ROCHESTER INST OF TECHY	V	II	6	4	5	5	59	99	168	68	16,6	14,6	12,1	9,8
ROCKLAND COMM COLL	V	III	2	2	2	2	14	16	55	33	20,3	17,1	14,6	12,5
ROSARY HILL COLLEGE	V	II	5	8	7	7	10	19	33	25	17,1	13,0	11,5	9,5
RUSSELL SAGE COLLEGE	V	II	4	3	4	3	13	20	28	33	18,6	15,7	12,5	10,4
ST BONAVENTURE UNIVERSITY	V	II	4	6	7	7	20	21	51	18	18,7	14,0	11,3	9,4
ST FRANCIS COLLEGE	V	II	5	6	7	9	12	15	24	20	17,2	13,7	11,1	8,9
SAINT JOHN FISHER COLL	V	II	--	4	6	5	5	16	25	10	----	14,7	11,8	10,0
ST JOHN'S UNIVERSITY	V	I	5	3	3	4	99	109	166	79	22,2	17,3	13,9	10,8
ST LAWRENCE UNIVERSITY PNA	V	II												
SIENA COLLEGE	V	II	4	5	6	6	15	9	29	8	18,3	14,4	11,4	9,7
SKIDMORE COLLEGE	V	II	3	5	4	4	30	32	57	45	19,2	14,2	12,1	10,1
SUNY A/T COLL ALFRED	V	III	2	3	3	4	26	41	112	31	20,0	16,3	13,3	11,1
SUNY A/T COL CANTON	V	III	1	4	6	5	22	27	44	10	19,1	15,8	12,4	10,8
SUNY A/T COLL COBLESKILL	V	III	4	5	5	5	19	30	43	21	19,2	15,0	12,8	10,7
SUNY A/T COLL DELHI	V	III	3	4	5	4	15	23	46	34	18,8	15,4	13,9	11,2
SUNY A/T COLL FARMINGDALE	V	III	3	3	3	4	63	68	121	69	19,4	16,1	13,6	11,3
SUNY A/T COLL MORRISVILLE	V	III	3	4	3	4	17	45	38	21	18,8	15,8	13,5	11,3
SUNY ALL ARTS/SCI COMB	V	II	2	1	1	1	847	906	1,302	433	21,2	17,0	14,0	11,2
SUNY ARTS/SCI BROCKPORT	V	II	1	1	1	1	82	86	179	64	22,2	17,9	14,9	11,3
SUNY ARTS/SCI BUFFALO	V	II	2	1	1	1	154	155	192	59	21,2	16,8	13,8	11,2
SUNY ARTS/SCI CORTLAND	V	II	2	2	1	1	73	82	103	39	20,9	16,5	13,8	11,4
SUNY ARTS/SCI FREDONIA	V	II	1	1	1	1	52	74	86	43	22,5	17,9	14,5	11,8
SUNY ARTS/SCI GENESEO	V	II	1	1	1	1	76	67	106	42	21,7	16,8	14,0	11,2
SUNY ARTS/SCI NEW PALTZ	V	II	2	2	1	1	112	87	147	27	20,4	16,5	14,0	10,9
SUNY ARTS/SCI OLD WESTBURY	V	II	--	--	1		4	5	6		----	----	15,0	
SUNY ARTS/SCI ONEONTA	V	II	3	2	3	3	100	108	122	38	19,8	16,1	13,1	10,5
SUNY ARTS/SCI OSWEGO	V	II	1	1	1	2	86	123	145	47	22,2	17,4	13,6	10,8
SUNY ARTS/SCI PLATTSBURGH	V	II	2	1	1	1	44	71	117	48	20,9	17,4	14,4	11,5
SUNY ARTS/SCI POTSDAM	V	II	2	1	1	2	64	48	99	26	21,1	16,7	14,0	11,0
SUNY COLL FORESTRY	V	II	2	2	1	2	38	21	24	6	20,4	15,9	14,0	10,9
SUNY MARITIME COLL	V	II	1	1	1	1	15	17	15	8	23,1	17,3	14,2	11,7
SUNY AT ALBANY	V	I	2	1	1	1	220	175	195	75	25,0	18,6	14,9	11,5
SUNY AT BINGHAMTON	V	I	1	1	1	1	106	122	97	38	26,0	19,4	15,2	12,1
SUNY AT BUFFALO	V	I	1	1	1	1	313	300	334	35	26,9	19,4	15,1	11,0
SUNY AT STONY BROOK	V	I	1	1	1	1	155	142	174	52	27,5	19,9	15,2	11,8
SULLIVAN COUNTY CMTY COLL	V	III	3	3	2	2	7	17	27	10	19,9	16,1	14,6	12,6
SYRACUSE UNIVERSITY	V	I	5	6	5	9	239	252	267	60	22,4	16,3	13,5	9,6
SYRACUSE UNIV UTICA COLL	V	II	4	5	5	8	7	21	51	19	18,6	14,1	12,0	9,3
UNION COLLEGE	V	II	2	2	3	2	42	34	44	30	20,9	15,9	12,7	10,6
UNION THEOLOGICAL SEM	V	II	1	1	1	--	19	7	12	1	22,9	19,6	14,9	----
U S MERCHANT MARINE ACAD	V	II	1	1	2	1	21	27	29	12	21,8	17,2	13,5	11,6
UNIVERSITY OF ROCHESTER	V	I	2	1	3	5	184	115	158	31	25,5	18,1	14,1	10,2
VASSAR COLLEGE	V	II	2	2	5	4	56	35	56	17	20,8	16,1	12,2	10,2
WAGNER COLLEGE	V	II	4	3	3	4	24	22	33	56	19,5	15,2	12,8	10,2
WEBB INST OF NAVAL ARCH	V	II	3				7				19,3			
WELLS COLLEGE	V	II	5	5	4	6	16	19	21	16	17,3	14,4	12,1	9,6
WESTCHESTER CMTY COLLEGE	V	III	--	1	1	4	4	25	74	16	----	20,0	16,1	11,0
YESHIVA UNIV-GRAD	V	I	1	1	1	1	46	45	29	7	26,4	18,8	16,4	13,4
YESHIVA UNIV-UNDERGRAD	V	II	3	3	4	3	32	21	29	69	20,0	15,3	12,3	10,5
NORTH CAROLINA														
APPALACHIAN STATE UNIV		II	8	6	6	9	59	74	122	49	15,8	13,9	11,5	8,8
ATLANTIC CHRISTIAN COLL	V	II	8	10	10	--	23	14	30	5	14,8	11,6	9,6	----
BARBER-SCOTIA COLLEGE PNA	V	II												
BELMONT ABBEY COLLEGE	V	II	--	--	9	--	4	2	14	3	----	----	10,5	----
CATAWBA COLLEGE	V	II	9	9	9	8	20	23	22	9	14,7	12,1	10,7	9,2
DAVIDSON COLLEGE	V	II	3	3	2	3	37	25	20	8	19,9	15,5	13,2	10,5
DUKE UNIVERSITY	V	I	3	5	6	4	218	130	116	17	23,9	16,5	13,3	10,8
EAST CAROLINA UNIVERSITY		II	7	6	6	10	102	118	220	93	16,3	13,8	11,7	8,7
ELIZABETH CITY ST UNIV		II	8	10	10	9	25	18	28	21	15,0	11,5	10,2	8,9
FAYETTEVILLE ST UNIV		II	8	9	9	3	15	17	30	25	14,9	12,1	10,5	9,0
GREENSBORO COLLEGE	V	II	8	8	6	7	16	10	16	6	15,5	12,8	11,6	9,5
GUILFORD COLLEGE	V	II	7	7	9	6	17	16	39	10	16,4	13,3	10,7	9,6
JOHNSON C SMITH UNIV	V	II	8	8	9	8	11	13	22	26	15,5	12,5	10,7	9,8
LENOIR RHYNE COLLEGE	V	II	10	9	9	8	17	15	28	31	13,1	12,4	10,4	9,1

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HQ	MDN	LQ	
13.6	14.5	15.1	15.9	5.9	7.2	7.9	8.3					13,8	11,3	9,6	799
18.5	19.2	20.1	21.0					12,8	10,8	9,6	8,0	12,3	10,8	9,8	857
3.6	4.5	5.9	7.3	4.8	13.2	16.8	17.6	19,2	16,0	13,9	12,6	19,5	16,4	13,4	1,492
11.5	12.1	11.2	9.5	6.8	7.1	6.4	7.6					14,7	11,9	10,4	708
----	22.5	24.4	23.2	----	10.3	9.9	9.9	----	12,3	9,8	8,2	13,1	10,9	10,1	693
	19.0	20.1	20.6		22.3	20.2	20.6		11,1	9,5	8,5	12,8	11,5	9,8	687
2.1	----	5.0	5.5	4.5	----	3.6	7.6	11,0	----	8,0	7,0	10,4	9,0	7,8	800
16.1	16.6	12.7	----	11.3	15.0	15.3	----	13,0	11,0	8,8	----	14,6	13,5	11,3	1,440
14.4	14.1	13.7	14.7	4.8	6.0	7.2	6.3	12,5	10,0	8,0	6,5	12,7	10,9	9,2	810
	----	19.5	20.5		----	14.9	15.4		----	9,0	7,7	11,7	9,8	8,6	675
16.0	15.2	14.5	13.1	5.2	8.3	8.9	6.0					14,0	11,0	9,1	856
16.2	15.5	13.8	11.8	12.7	13.9	15.2	18.1					16,1	13,2	11,2	857
9.2	9.6	9.0	9.4	14.5	16.1	14.7	11.9	14,5	12,0	9,5	7,5	13,0	11,0	9,5	476
11.6	11.8	8.4	6.8	9.7	9.7	11.5	12.0	12,9	10,7*	9,3*	7,8	13,1	11,6	10,7	756
----	17.7	18.3	18.7	----	13.9	16.3	9.3	----	11,5	9,6	7,6	12,1	10,5	8,5	530
----	9.0	11.5	16.1	----	11.5	10.3	10.0	----	10,8	9,1	7,6	12,4	10,4	9,1	597
16.5	13.9	13.5	8.4	7.0	8.4	8.6	12.7					12,4	10,5	9,6	865
----	17.7	11.7	11.0	----	7.0	6.6	7.2	----	11,5*	10,0	8,4*	13,3	11,5	10,6	1,166
10.7	11.4	12.2	13.6	8.5	8.8	9.5	9.3					13,9	11,7	10,4	
15.5	16.3	16.0	13.2					15,5	12,3	10,1	8,0	15,5	13,5	11,5	845
13.6	14.6	14.3	14.1	14.6	20.2	19.4	15.6	14,7	11,5	9,0	7,3	14,2	12,5	10,9	
10.1	12.7	11.4	9.3	7.8	9.2	8.7	8.0	12,0*	10,5	9,0	6,5	13,4	11,6	10,6	1,038
10.1	10.9	10.6	8.2	12.3	16.7	15.6	13.1	14,0	12,0	10,0	8,0	12,4	11,7	10,5	554
10.2	9.1	8.9	7.1	12.0	9.8	10.3	10.4	10,3	13,2	10,6	8,6	14,6	12,4	11,6	
----	8.5	10.6	9.5	----	32.4	39.1	20.1	----	12,0	10,1	8,2	12,0	10,6	9,0	661
10.0	11.3	13.0	13.4	15.1	15.7	5.7	11.1					10,8	9,3	8,4	705
----	----	11.0	11.9	----	----	9.5	11.6	----	----			9,9	8,1	7,8	859
18.6	19.4	20.3	21.1	10.7	10.8	10.4	11.0	13,7	11,0	9,5	7,9	13,8	11,8	10,5	699
18.0	18.7	19.5	20.4	11.6	16.3	15.6	8.8	16,5	13,7	11,6	10,3	15,8	13,3	11,4	888
----	11.5	9.6	8.6	----	4.7	7.8	4.6	----	11,5*	9,4*	7,5	12,3	9,8	8,8	508
21.9	16.9	16.4		8.1	9.3	10.2						21,0	17,3	13,2	
10.7	12.2	13.3	14.6	9.6	10.2	10.2	9.4	13,5	11,0	9,6	7,1	12,3	10,8	9,1	735
12.7	13.6	14.2	11.7	9.0	11.1	11.3	10.5					19,2	15,0	12,0	1,095
13.2	13.5	12.9	11.8	14.2	13.4	13.1	11.0	14,5	12,5	10,0	8,5	14,9	12,4	10,6	637
10.6	11.5	11.5	7.8									16,8	13,8	11,5	1,425
15.6	14.8	12.4	10.2	12.3	12.6	13.9	10.1	14,0	11,3	9,4	8,1	15,8	12,2	10,8	765
12.7	13.9	12.9	8.6	9.0	8.4	9.8	5.8					16,6	14,0	12,0	1,146
11.8	12.7	13.9	15.6	10.1	10.5	9.7	9.0					13,2	11,6	10,2	1,171
18.3	19.1	19.8	20.4	15.0	15.9	13.4	15.6	13,8	12,3	10,2	8,7	13,5	12,1	10,8	599
9.8	10.9	11.6	9.8	11.8	9.1	11.5	11.6	13,6	10,8	9,1	7,9	11,9	10,5	9,1	840
14.5	16.2	13.5	10.9	7.2	8.0	9.1	5.7					13,8	11,0	9,3	921
15.1	16.1	11.9	10.6	6.1	11.2	11.3	7.7	11,5	10,0	8,5	7,5	12,5	10,2	9,1	647
13.8	19.2	13.2	7.6	6.9	7.7	7.0	7.8	12,3	10,5	8,6	7,5*	12,5	10,0	8,7	506
----	15.0	12.2	9.9	----	10.7	7.7	6.7	----	10,5	9,0	8,0	12,8	11,0	10,0	553
13.0	12.5	12.2	10.1	12.0	12.0	12.0	12.0					16,5	13,4	11,1	792
14.9	15.4	13.3	10.4	15.2	14.9	15.6	13.2	14,7*	11,6	10,0*	8,4*	14,5	11,1	10,0	503
13.7	15.1	14.7	9.8	8.1	8.5	9.4	9.1	13,0	10,9	8,8	7,4	12,7	11,0	9,9	1,209
18.5	19.3	19.7	20.1	10.3	10.7	10.6	12.3					13,6	11,9	10,7	748
18.6	19.5	20.0	20.4	10.8	10.5	11.1	11.4					13,2	10,7	9,7	812
18.6	19.1	19.9	19.9	10.4	10.9	11.0	10.8					12,7	11,1	10,0	776
18.8	19.4	19.7	20.4	10.5	10.4	11.6	10.4					13,2	11,4	10,0	730
18.7	19.1	19.5	19.6	10.5	11.0	10.7	11.7					14,0	11,9	10,5	831
18.8	19.4	19.8	20.4	10.8	10.9	10.8	11.0					13,6	12,1	10,7	735
18.2	18.8	19.3	19.9	10.3	10.8	10.9	11.1					15,6	13,3	11,3	972
18.1	18.7	19.1	19.9	10.5	10.8	10.4	11.0					15,8	13,4	11,6	946
18.1	18.9	19.4	19.9	10.4	10.8	11.1	11.9					15,9	13,3	11,4	1,078
18.2	18.9	19.5	19.9	10.6	11.1	11.4	9.4					15,6	12,9	11,2	1,011
18.1	18.8	19.2	19.9	10.1	10.4	11.5	10.6					16,0	13,7	11,3	943
18.0	19.0	19.4	20.0	9.8	10.6	11.3	11.1					15,4	13,1	11,1	964
18.3	18.9	19.2	19.5	9.2	11.4	11.0	13.0					15,6	13,3	11,5	984
----	----	19.0		----	----	12.7		----	----			19,5	16,6	12,5	1,435
18.4	19.0	19.8	19.9	10.5	11.0	10.9	11.4					14,9	12,5	10,9	1,052
17.8	18.6	19.4	19.9	10.7	10.7	10.1	7.9					16,1	12,9	11,0	926
18.4	18.7	19.3	19.8	10.5	10.9	10.4	10.0					15,0	13,1	11,3	917
18.4	19.0	19.3	19.9	10.9	10.7	11.1	12.2					15,3	13,0	11,3	977
18.5	19.2	19.6	20.7	9.8	10.8	10.7	11.6					16,2	13,7	12,0	1,092
17.9	18.8	19.2	20.0	10.2	10.6	11.0	10.7					16,7	13,9	11,5	1,191
17.8	18.6	19.2	20.0	9.9	10.6	10.9	11.7					18,4	15,1	12,1	1,154
17.8	18.5	19.1	19.6	10.0	11.0	10.6	10.6					19,6	16,8	12,8	1,127
18.1	19.1	20.1	21.7	9.9	10.5	11.4	11.3					19,8	16,5	12,5	1,230
17.4	18.3	18.9	19.9	9.8	10.3	10.9	10.4					13,5	11,4	12,3	1,117
20.0	19.5	20.1	19.9	19.1	15.2	17.9	20.5	12,6	10,6	8,9	7,9	13,8	12,6	11,6	852
14.7	15.1	15.2	15.0	7.6	8.0	8.0	9.3					16,7	13,6	11,2	1,000
14.4	15.6	14.7	10.8	6.8	5.8	7.1	7.1					11,5	10,5	9,5	770
16.4	13.7	12.8	11.2	5.6	6.7	6.1	6.0	14,0*	12,0*	9,0	7,5	15,8	12,5	10,5	1,301
47.5	52.3	56.6	----	11.2	13.7	11.9	----	14,0	10,3	8,4	----	15,5	14,5	10,3	1,492
10.0	10.2	10.3	10.5	7.7	8.1	7.9	9.3	16,3	12,2	9,5	7,9	16,5	14,9	11,9	1,436
15.6	16.3	16.4	13.0	6.0	8.3	7.4	7.2					19,5	15,0	12,1	1,851
19.5	18.3	15.4	11.6	7.1	8.8	8.6	7.0	14,0	12,0	9,0	7,0	15,8	12,8	10,3	1,492
11.2	10.6	11.1	8.7	11.2	11.9	13.5	13.5					14,0	11,0	9,5	660
11.9				8.2											
17.4	16.4	16.5	11.2	12.5	11.6	11.7	10.8	13,0	11,5	9,0	7,5*	13,1	11,4	9,8	1,501
----	19.4	20.5	23.3	----	11.7	14.2	13.6	----	13,0	11,7	8,9	15,6	13,6	11,6	181
10.5	11.2	9.6	9.0	7.5	7.5	14.5		13,9	12,3	10,2	8,0	21,0	18,5	15,1	2,496
12.0	10.5	11.2	10.7	10.5	8.2	7.2	4.9	14,0	11,0	8,5	7,0	15,4	11,0	8,1	1,137
4.1	4.3	5.0	5.7	6.7	7.6	7.3	7.6					13,9	11,9	10,1	613
10.8	11.6	12.3	----	6.0	6.9	6.3	----	10,5	9,5	7,0	----	12,8	10,0	8,2	516
----	----	11.6	----	----	----	9.9	----	----	----	8,0	----	10,0	8,5	8,1	
15.9	14.4	10.5	10.0	8.4	14.1	10.4	23.0					12,0	10,6	9,2	820
19.2	18.0	17.0	11.1	5.7	6.1	6.4	9.4	14,0	12,3	10,3	8,5	16,1	13,4	11,9	1,419
16.5	15.3	11.3	9.2	5.0	6.7	10.8	14.0					19,5	15,6	13,0	1,331
3.0	3.5	4.2	5.2	7.7	7.3	7.5	6.2					13,8	12,2	10,4	690
3.2	4.2	4.8	5.4	6.6	5.8	5.4	6.1	12,5*	10,5*	8,7*	7,0	12,8	10,9	9,3	998
3.2	4.0	4.7	5.1	4.1	3.0	3.5	3.9					11,5	10,1	9,2	715
15.0	12.1	12.4	8.7	9.1	9.8	9.0	10.0					13,0	11,4	10,0	1,059
14.5	14.4	12.1	7.3	7.8	8.0	7.6	14.7	11,5	9,5	7,5	7,0	12,2	10,5	9,0	916
11.6	10.8	10.1	10.8	7.3	7.0	6.4	5.6	8,4	7,2	6,3	6,0	11,2	9,7	8,6	755
9.5	11.0	12.2	11.9	4.5	6.5	4.8	5.6	10,5*	9,5	8,0	7,0	10,8	9,4	8,4	734

NAME OF INSTITUTION	(1) (2) NOTES	(3) RET.	INST. CATE-GORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
				PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
NORTH CAROLINA (CONTINUED)															
MEREDITH COLLEGE		V	II	9	10	10	10	11	9	23	15	14,4	11,7	9,7	9,0
N C A&T STATE UNIV			II	7	8	9	9	63	41	47	58	16,0	12,6	10,4	9,0
N C CENTRAL UNIV			II	7	7	8	7	49	31	82	65	16,2	13,5	10,9	9,4
N C STATE UNIV AT RALEIGH			I	8	9	9	8	187	185	202	109	19,3	15,1	12,5	9,9
PEMBROKE STATE UNIVERSITY			II	9	9	10	9	29	34	26	24	14,9	12,0	9,8	8,8
QUEENS COLLEGE		V	II	6	7	7	7	17	13	25	8	15,7	13,2	11,5	9,3
ST ANDREWS PRESB COLLEGE		V	II	8	6	5	8	10	19	36	7	15,6	14,0	12,1	9,2
SALEM COLLEGE		V	II	8	8	9	10	11	13	13	7	14,9	12,6	10,4	8,4
SHAW UNIVERSITY		V	II	10	9	9	10	15	21	17	15	13,1	12,1	10,7	9,5
UNIV OF NC AT ASHEVILLE			II	6	6	7	4	11	13	21	11	16,9	13,9	11,5	10,0
UNIV OF NORTH CAROLINA			I	5	6	6	8	348	288	339	107	22,4	16,1	13,2	9,2
UNIV OF NC AT CHARLOTTE			II	6	6	6	6	19	40	65	52	16,6	13,6	11,8	9,6
U OF N C AT GREENSBORO			II	4	5	3	8	78	70	109	93	18,4	14,5	12,3	9,2
UNIV OF N C AT WILMINGTON			II	8	8	9	10	15	16	41	13	14,9	12,5	10,4	8,4
WAKE FOREST UNIVERSITY		V	II	4	3	3	7	59	54	45	27	18,6	15,6	12,9	9,5
WESTERN CAROLINA UNIV			II	8	7	7	8	46	43	152	43	15,6	13,3	11,3	9,1
NORTH DAKOTA															
DICKINSON STATE COLLEGE		V	II	10	9	10	10	13	20	31	14	13,5	11,8	10,1	8,7
JAMESTOWN COLLEGE		V	II	9	8	9	7	8	9	10	9	14,3	12,8	10,5	9,4
MINOT STATE COLLEGE		V	II	9	9	9	8	15	37	53	28	14,0	11,8	10,6	9,3
NORTH DAKOTA STATE UNIV		V	I	10	10	10	9	84	96	112	53	15,6	13,4	11,9	9,6
UNIV OF NORTH DAKOTA		V	I	10	10	10	9	67	103	149	55	16,7	14,2	11,6	9,5
OHIO															
ANTIOCH COLLEGE		V	II	2	1	4	--	24	16	55	3	21,0	16,9	12,4	----
ASHLAND COLLEGE		V	II	4	5	4	6	53	41	76	33	18,8	14,4	12,3	9,7
BALDWIN-WALLACE COLLEGE		V	II	3	3	3	2	28	29	62	9	19,8	15,5	12,8	10,7
BLUFFTON COLLEGE		V	II	9	9	10	10	7	10	26	7	14,1	12,2	10,2	7,9
BOWLING GREEN ST UNIV		V	II	3	2	2	2	133	146	217	143	19,8	16,1	13,4	11,0
BOWLING GREEN ST U FIELDS		V	III			--	7			4	23			----	10,2
CAPITAL UNIVERSITY		V	II	6	8	8	7	21	23	34	8	16,9	13,0	11,1	9,4
CASE WESTERN RESERVE U		V	I	4	6	6	4	196	178	225	62	23,0	16,3	13,2	10,9
CENTRAL STATE UNIVERSITY		V	II	4	4	4	3	17	21	36	47	18,2	14,9	12,5	10,4
CLEVELAND STATE UNIV		V	II	2	2	2	3	55	97	141	73	21,4	16,3	13,4	10,6
COLL OF MOUNT ST JOSEPH		V	II	--	9	9	8	4	9	14	10	----	12,0	10,6	9,1
COLLEGE OF STEUBENVILLE		V	II	8	--	8	10	6	5	27	18	15,4	----	10,9	8,6
COLLEGE OF WOOSTER		V	II	3	5	3	7	53	22	47	22	19,1	14,2	12,6	9,5
CUYAHOGA CMTY C-WESTERN C		V	III		2	2	3		6	33	39		17,4	14,5	11,9	
CUYAHOGA CMTY C-METRO C		V	III	--	2	2	3	4	39	60	76	----	17,3	15,0	11,7
DEFIANCE COLLEGE		V	II	10	10	9	8	10	16	33	9	13,4	11,7	10,7	9,2
DENISON UNIVERSITY		V	II	3	5	3	7	45	21	73	7	19,6	14,4	12,7	9,4
EDGECLIFF COLLEGE		V	II	10	10	10	10	18	10	12	10	11,1	10,1	8,6	7,8
FINDLAY COLLEGE		V	II	9	8	8	--	9	10	30	4	14,6	12,7	10,3	----
HEBREW UNION			II	3	--	--		22	4	4		23,3	----	----	
HEIDELBERG COLLEGE		V	II	4	8	8	9	26	12	40	18	18,1	12,7	11,1	8,8
HIRAM COLLEGE		V	II	5	7	6	6	22	12	37	14	17,3	13,3	11,6	9,6
JOHN CARROLL UNIVERSITY		V	II	4	5	5	4	28	29	58	20	18,7	14,2	12,1	10,0
KENT STATE UNIVERSITY		V	I	6	5	6	5	208	203	365	181	21,5	16,4	13,2	10,3
KENYON COLLEGE		V	II	4	6	6	4	31	15	29	11	19,4	13,8	11,7	10,1
LAKE ERIE COLLEGE		V	II	8	7	8	8	8	6	13	11	15,8	13,4	11,0	9,2
LORAIN CO COMM COLL		V	III		5	3	3		34	32	27		15,0	13,2	11,6
MARIETTA COLLEGE		V	II	4	3	5	4	33	27	41	12	18,3	15,2	11,9	10,0
MIAMI UNIVERSITY		V	II	2	2	2	2	117	120	179	104	20,6	15,9	13,3	10,7
MOUNT UNION COLLEGE		V	II	7	6	5	2	22	16	21	15	16,2	13,9	11,9	10,7
MUSKINGUM COLLEGE		V	II	5	4	6	8	15	30	39	16	17,7	14,8	11,8	9,2
OBERLIN COLLEGE		V	II	1	1	3	2	63	65	69	26	22,4	16,6	12,-	11,0
OHIO DOMINICAN COLLEGE		V	II	--	--	10	10	2	3	20	9	----	----	9,7	8,3
OHIO NORTHERN UNIVERSITY		V	II	8	8	7	6	36	40	51	29	15,7	13,0	11,4	9,6
OHIO STATE UNIVERSITY		V	I	7	7	6	7	661	427	469	439	21,0	15,9	13,1	10,0
OHIO ST UNIV LIMA BR		V	III	--	--	6	6	1	2	7	21	----	----	12,5	10,5
OHIO ST U MANSFIELD BR		V	III		--	7	6		2	12	17		----	12,0	10,5
OHIO ST U MARION BR		V	III	--	--	--	7	1	1	3	6	----	----	----	10,0
OHIO ST U NEWARK BR		V	III			7	6			7	8			12,1	10,4
OHIO UNIVERSITY		V	I	7	6	5	3	167	165	238	133	20,7	16,0	13,4	11,1
OHIO UNIVERSITY BRANCHES		V	III	--	5	3	5	1	6	42	84	----	15,1	11,5	10,7
OHIO WESLEYAN UNIVERSITY		V	II	3	4	4	3	59	37	34	37	19,5	15,1	12,2	10,5
OTTERBEIN COLLEGE		V	II	5	6	6	9	14	16	46	13	17,5	13,7	11,5	8,9
RIO GRANDE COLLEGE			II	--	10	10	10	5	13	21	6	----	11,2	9,9	8,6
ST JOHN COLL OF CLEVELAND		V	II	--	8	8	9	1	7	22	6	----	12,6	10,9	8,9
SINCLAIR CMTY COLLEGE		V	III	--	8	6	5	1	10	25	40	----	13,3	12,3	11,0
UNIVERSITY OF AKRON		V	II	2	1	1	2	70	128	202	108	20,3	16,7	13,8	10,7
UNIVERSITY OF CINCINNATI		V	I	5	7	8	8	212	190	348	212	22,4	15,8	12,6	9,7
UNIVERSITY OF DAYTON		V	II	4	5	5	5	42	88	177	61	18,3	14,5	12,2	9,9
UNIVERSITY OF TOLEDO		V	II	2	1	1	1	97	116	184	118	20,5	16,6	13,8	11,1
URSULINE COLLEGE			II	--	--	--	--	1	1	1	3	----	----	----	----
WELSH COLLEGE		V	II	--	--	10	9	1	2	17	12	----	----	9,8	8,9
WESTERN COLLEGE		V	II	6	9	9	8	6	15	13	8	16,5	12,4	10,4	9,1
WILBERFORCE UNIVERSITY		V	II	--	6	4	7	3	9	16	14	----	13,8	12,3	9,5
WILMINGTON COLLEGE		V	II	8	9	10	--	10	16	23	4	15,1	12,2	10,2	----
WITTENBERG UNIVERSITY		V	II	4	5	5	5	30	46	66	27	18,6	14,3	12,0	9,9
WRIGHT STATE UNIVERSITY		V	II	2	2	1	1	16	65	95	63	20,5	16,4	13,8	11,1
WRIGHT ST U WSTRN OHIO BR		V	II			2	3			6	11			13,2	10,3
XAVIER UNIVERSITY		V	II	5	5	3	5	30	40	45	13	16,9	14,4	12,9	9,9
YOUNGSTOWN STATE UNIV		V	II	3	3	3	4	41	100	197	68	19,1	15,6	12,0	10,1
OKLAHOMA															
BACONE COLLEGE		V	III		--	10	10		2	10	12		----	9,0	8,3
CENTRAL STATE COLLEGE			II		5	5	7	34	50	137	90	15,4	14,2	12,0	9,5
EAST CENTRAL STATE COLL			II		8	7	5	24	18	39	20	14,2	13,0	11,2	9,8
NORTHEASTERN STATE COLL			II	8	5	5	3	47	28	49	62	15,7	14,1	12,0	10,3
NORTHWESTERN STATE COLL			II	7	8	6	5	15	14	29	33	16,0	13,0	11,8	9,9
OKLAHOMA BAPTIST UNIV		V	II	9	9	9	9	13	12	39	14	13,8	11,9	10,3	8,8
OKLAHOMA CITY UNIV		V	II	9	10	10	10	7	17	50	16	14,6	11,1	10,3	8,1
OKLA PANHANDLE ST COLL			II	10	9	10	7	11	10	14	21	12,3	11,8	10,3	9,4
OKLAHOMA STATE UNIV			I	9	9	10	10	194	185	252	80	18,1	14,8	12,1	8,3
PHILLIPS UNIVERSITY		V	II	10	10	10		28	27	25		13,6	11,2	9,6	
SOUTHWESTERN STATE COLL			II	8	7	4	5	30	35	54	68	15,3	13,2	12,6	9,9
UNIVERSITY OF OKLAHOMA			I	10	10	10	10	242	129	212	78	17,9	14,4	12,3	8,0
UNIVERSITY OF TULSA		V	II	5	3	3	4	58	71	64	10	17,4	15,4	12,6	10,1

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HQ	MDN	LQ	
10.4	10.9	11.0	8.9	7.5	8.7	6.3	5.3	10,5	9,5	8,0	6,8	10,9	8,7	7,6	546
3.0	3.8	4.7	5.1	12.6	9.1	8.7	8.7	11,0	9,0	7,2	6,2	14,5	11,0	9,1	711
3.0	3.6	4.5	4.7	10.8	8.0	6.7	9.8	12,0	10,6	9,5*	6,6	12,8	10,0	8,4	812
2.5	3.2	3.9	4.8									16,5	13,5	11,0	808
3.5	4.1	5.0	5.1	5.8	6.7	7.3	8.9					12,9	10,9	9,2	679
19.7	17.2	18.1	15.2	2.4	3.6	4.7	4.0					13,0	10,2	9,1	1,254
8.9	10.3	10.2	6.9	5.7	6.6	7.0	6.9	11,0	9,5*	8,5	7,0	13,5	12,0	9,8	989
8.7	9.9	9.6	5.7	7.5	7.3	8.1	9.7					12,8	10,9	9,2	1,019
7.8	7.9	8.3	8.3	.4	1.5	.5		11,0*	9,0	8,5	7,0	12,1	10,4	8,7	697
3.6	4.1	4.9	5.3									14,5	11,7	10,2	777
2.1	2.9	3.6	4.6	5.8	9.9	10.1	14.9					18,4	14,9	12,2	1,130
2.9	3.6	4.1	4.9	9.5	8.2	10.4	7.5					12,8	11,4	9,9	612
2.5	3.3	3.8	4.8	8.5	10.5	7.9	3.4	8,0	7,0	6,0	5,0	14,6	12,4	10,3	869
3.2	3.9	4.7	5.2	7.0	8.3	7.6	7.5					12,2	10,8	9,2	629
15.1	16.5	13.4	9.9	8.2	7.9	9.1	6.4					15,0	13,1	11,0	979
3.1	3.6	4.3	5.1	6.5	7.5	6.2	7.3					12,8	11,3	9,9	703
9.2	10.0	9.1	6.7	3.5	4.7	4.5	3.8					11,0	10,0	8,8	505
11.4	7.7	6.6	6.5	6.6	9.2	5.9	8.1					11,9	10,7	9,6	675
10.0	10.6	8.7	8.1	6.6	6.1	6.3	5.6					10,8	9,6	9,0	502
8.7	9.4	7.7	7.6	4.5	6.4	6.4	6.8					13,3	11,6	10,8	655
8.5	9.0	7.3	7.4	4.7	5.1	4.8	4.5					13,8	11,8	10,3	639
16.3	17.1	16.8	----	13.7	10.7	9.0	----				----	14,7	11,6	10,4	
11.8	12.9	15.0	13.2	4.8	6.1	6.1	8.1	10,5	9,5	8,5	7,5*	14,3	11,6	10,1	1,060
17.2	17.2	15.0	12.6	11.3	10.6	10.7	11.1					13,6	11,7	10,8	752
12.4	12.2	11.7	7.7	5.7	6.3	5.4	14.2	11,0	9,0	8,1	6,6	10,8	9,4	8,5	761
12.9	12.9	12.9	12.9	6.9	8.4	8.0	7.9					15,0	12,7	10,7	650
	----		12.9			----	6.5				----	10,0	9,1	8,5	474
20.2	15.1	15.3	13.0	7.2	7.3	7.5	6.6	11,0	9,5	8,1	7,0	12,3	10,8	9,2	780
14.9	16.1	16.0	12.6	4.7	4.5	3.7	4.3					16,8	13,4	11,2	1,424
14.2	14.5	14.6	15.0	5.0	5.6	6.1	6.3	12,0	10,0	9,0*	8,0	12,7	10,7	9,0	666
12.1	12.2	12.3	12.3	6.2	7.7	7.1	6.0					15,3	12,8	10,6	570
----	12.7	14.3	11.8	----	4.1	4.4	2.6	----	8,0	7,5	6,5	10,4	8,8	8,0	496
12.2	----	15.3	16.1	7.4	----	7.5	8.5	12,2	----	8,4*	7,0*	10,3	9,1	7,9	541
15.5	15.5	11.1	15.1	7.2	4.1	7.0	7.7	11,0	10,0	9,0	6,0				1,341
	16.4	16.5	16.7		6.9	7.3	9.9		12,2	11,3	7,2	12,5	11,2	10,3	330
----	16.3	16.5	17.4	----	8.5	8.1	8.7	----	12,2	11,3	7,2	13,4	11,7	10,1	426
13.0	11.2	11.1	8.5	6.1	7.5	6.6	7.0	10,5	9,5	8,2	7,5	10,8	9,9	9,3	701
24.1	21.7	21.6	8.3	9.0	5.4	5.2	6.3					14,2	11,1	10,3	1,024
8.1	9.9	9.5	9.0	7.8	7.1	6.6	11.4	9,8	8,5	7,5*	6,5	9,8	8,8	7,5	674
11.7	12.6	13.0	----	4.3	5.4	6.2	----	12,0	9,5	8,0	----	11,8	10,3	8,5	517
5.7	----	----		12.7	----	----		17,0*	----	----		23,4	22,0	14,6	1,917
13.8	10.5	10.6	10.4	9.7	8.7	9.5	8.3					13,8	10,5	9,1	973
11.6	11.1	10.0	7.0	3.5	5.5	6.3	7.0					13,7	11,0	9,7	1,003
10.7	11.7	12.6	13.7	4.4	10.1	12.2	12.6					13,6	11,6	9,9	
15.1	15.8	16.4	17.3									15,3	12,3	10,2	731
12.5	12.9	13.9	14.5	5.1	7.1	6.9	8.1	12,0	11,0	9,0	8,0	15,2	11,5	10,0	1,057
17.8	14.8	15.0	13.8	7.6	7.1	8.9	9.4	11,5*	9,5	8,0	7,0*	12,2	10,0	9,8	885
	17.1	17.3	18.1		7.8	8.1	8.3					12,4	11,0	10,1	609
9.8	10.5	11.8	12.6	5.0	3.0	12.0	8.0					15,4	12,5	10,5	844
15.5	16.2	16.6	16.7	4.6	5.0	5.4	6.1					14,8	12,2	10,5	639
20.7	21.1	19.2	22.5	5.8	6.5	6.3	6.8					12,4	10,4	9,5	356
17.0	15.8	13.2	8.8	8.3	8.7	7.9	7.6					12,9	11,1	10,0	971
19.2	18.7	17.4	15.0	8.1	8.0	8.0	7.7					16,0	13,1	10,9	1,445
----	----	6.7	5.5	----	----	11.5	11.1	----	----	8,5	7,3	9,5	9,0	8,0	416
11.0	11.5	11.1	11.6	6.5	7.5	8.6	8.3					12,8	10,9	9,5	868
12.9	12.9	12.9	12.9									16,5	14,1	10,7	708
----	----	12.9	12.9	----	----			----	----			11,1	9,5	8,6	298
	----	12.9	12.9		----				----			11,1	9,4	8,2	322
----	----	----	12.9	----	----	----		----	----	----		9,9	9,4	8,0	198
		12.9	12.9									10,5	10,2	9,3	199
12.9	12.9	12.9	12.9	7.2	10.2	10.1	13.8	13,4*	10,8	8,0	6,0	15,4	12,4	11,2	508
----	12.9	12.9	12.9	----	8.6	6.8	12.0	----	10,8	8,0	6,0	11,3	10,4	9,7	416
21.1	22.0	21.4	22.1	14.6	9.3	12.6	15.5	13,5	11,5	9,1	7,0	14,9	12,0	9,5	979
12.6	12.0	11.5	7.1	11.1	14.2	8.0	6.2					12,3	10,0	9,0	747
----	8.3	8.2	8.7	----	5.3	6.2	7.1	----	9,0*	8,0	7,0*	10,7	9,5	8,9	635
----	13.7	12.8	12.7	----	8.0	8.3	6.3	----	9,5	8,0	6,5	10,3	9,3	7,7	821
----	15.5	15.7	16.0	----	9.8	10.2	9.5	----	10,5	9,5	7,5	10,8	10,1	9,4	432
14.9	15.3	15.8	16.5	8.7	10.3	8.3	4.1					14,9	12,4	10,7	
13.8	13.8	13.8	13.8	5.4	6.7	6.0	7.6					15,3	11,8	9,5	606
9.6	10.7	11.8	13.1	7.0	9.6	9.0	8.5					13,1	11,3	9,9	573
14.7	15.0	15.4	16.0	6.6	7.5	6.9	7.4					15,2	12,5	10,6	666
----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	------
----	----	6.0	7.0	----	----	7.5	6.3	----	----			9,5	8,4	8,2	509
22.1	18.4	17.5	16.6	3.9	5.0	3.7	5.1	11,0	9,0	8,0	7,5	10,9	9,9	8,0	1,215
----	10.7	9.5	9.2	----	13.1	15.6	10.7	----	9,8	8,3	7,0	12,2	10,3	10,0	544
11.8	12.1	10.7	----	5.4	5.6	6.2	----	11,0	9,0	8,0	----	11,2	10,0	8,0	634
19.4	16.5	13.8	12.5	5.4	7.9	7.5	7.6					13,1	11,3	10,1	849
15.3	15.5	15.7	16.1	6.3	6.7	4.8	7.4					14,0	12,0	10,4	522
		15.8	16.2			6.7	6.8					11,5	9,2	8,5	505
8.6	9.2	9.6	10.9	5.1	5.1	4.8	5.1					14,4	12,5	11,0	
17.2	16.8	16.9	17.6	8.5	7.0	9.0	7.7	14,0	11,0	8,5	7,0	13,0	11,8	10,0	968
	----	10.4	10.2		----	5.0	5.0		----	8,2*	7,0*	9,0	7,3	7,3	387
4.5	4.8	5.7	6.7									13,4	10,4	9,4	445
4.9	5.3	6.0	6.7	5.9	6.1	6.9	4.8					12,9	11,4	9,7	449
4.2	4.7	5.4	6.2	4.2	4.4	4.8	5.4					14,5	11,7	10,4	489
4.4	5.3	5.7	6.6									12,5	11,3	9,4	471
12.1	14.0	12.9	11.8	5.3	5.4	7.8	9.2					10,8	9,4	8,3	536
10.5	10.7	9.2	8.0	11.9	6.7	6.0	5.2					10,7	8,9	7,7	570
5.4	5.6	6.3	6.7	4.3	3.3	4.1	4.4					11,3	9,7	8,8	465
4.2	4.9	5.8	7.4									15,8	13,1	10,6	579
11.7	12.8	13.5						9,6	8,2	7,4		12,1	10,1	8,3	777
4.6	5.2	5.4	6.7	4.0	4.1	5.5	7.8					13,4	10,8	9,4	452
4.4	5.2	6.0	7.6									15,7	13,2	11,0	561
10.2	11.1	9.9	11.0									15,5	13,3	11,1	597

NAME OF INSTITUTION	(1) (2) NOTES RET.	(3) INST. CATE-GORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
			PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
OREGON														
CENTRAL OREGON CMTY COLL	V	III	--	6	7	7	1	10	25	17	----	14,6	11,8	9,9
EASTERN OREGON COLLEGE	V	II	5	6	6	--	16	26	38	4	17,3	13,8	11,8	----
LEWIS AND CLARK COLLEGE	V	II	5	7	8	--	30	29	47	4	17,0	13,4	11,1	----
OREGON COLL OF EDUC	V	II	4	4	3	4	33	30	99	26	18,2	14,8	12,8	10,1
OREGON STATE UNIVERSITY	V	I	9	10	9	8	349	297	257	65	18,2	14,5	12,6	9,8
OREGON TECHNICAL INST	V	II	6	3	2	2	10	28	56	15	16,6	15,6	14,3	11,0
PACIFIC UNIVERSITY	V	II	8	9	8	6	22	23	26	6	15,7	12,1	10,9	9,7
PORTLAND STATE UNIVERSITY	V	II	4	5	6	8	115	146	169	32	18,0	14,1	11,8	9,3
REED COLLEGE	V	II	3	6	8		31	26	38		20,0	13,8	10,9	
SOUTHERN OREGON COLL	V	II	5	5	4	5	58	46	104	20	17,0	14,5	12,3	9,9
SWSTRN OREGON CMTY COLL	V	III	--	6	6	5	3	12	30	13	----	14,7	12,2	10,8
UNIVERSITY OF OREGON	V	I	7	8	9	5	255	198	180	75	20,6	15,1	12,5	10,2
W CONSERVATORY BAPT SEM		II	--	--	10	--	2	2	6	1	----	----	8,1	----
PENNSYLVANIA														
ALBRIGHT COLLEGE	V	II	6	5	7	6	22	15	28	16	16,8	14,2	11,3	9,6
ALLEGHENY COLLEGE	V	II	4	6	6	6	29	20	44	22	18,6	13,9	11,8	9,6
ALLENTOWN C ST FRANCIS	V	II	--	--	10	10	1	4	26	7	----	----	9,4	7,9
ALLIANCE COLLEGE	V	II	--	10	8	10	3	6	18	17	----	11,5	11,2	8,7
BEAVER COLLEGE	V	II	3	6	6	6	17	7	31	6	19,5	14,0	11,7	9,7
BLOOMSBURG STATE COLLEGE		II	6	6	6	7	53	106	71	11	16,7	13,9	11,6	9,3
BRYN MAWR COLLEGE	V	I	7	7	9	10	46	33	35	6	20,7	15,6	12,5	9,4
BUCKNELL UNIVERSITY	V	II	3	3	3	5	59	35	81	18	19,4	15,2	12,7	9,8
BUCKS COUNTY CMTY COLLEGE	V	III	6	7	7	6	13	49	51	44	16,1	14,2	12,1	10,3
BUTLER COUNTY CMTY COLL	V	III	--	8	8	7	1	9	14	15	----	13,7	11,4	10,1
CABRINI COLLEGE	V	II	--	--	10	10	2	5	15	7	----	----	10,3	8,5
CALIFORNIA STATE COLLEGE		II	8	7	7	7	86	147	65	21	15,9	13,5	11,4	9,5
CARLOW COLLEGE	V	II	--	--	5	6	2	5	15	15	----	----	12,2	9,7
CARNEGIE-MELLON UNIV	V	I	4	8	7	10	143	133	151	39	23,4	15,4	12,9	9,1
CEDAR CREST COLLEGE	V	II	5	7	7	5	12	11	17	19	17,0	13,6	11,4	9,8
CHATHAM COLLEGE	V	II	2	4	4	3	11	14	17	17	20,3	15,1	12,3	10,4
CHESNUT HILL COLLEGE	V	II	--	8	7	--	4	8	6	5	----	12,9	11,1	----
CLARION STATE COLLEGE		II	6	6	6	8	61	82	52	26	16,6	13,7	11,6	9,3
COLLEGE MISERICORDIA	V	II		--	9	10		4	28	21		----	10,3	8,5
CMTY COLL OF ALLEGHENY CO	V	III	7	7	7	7	6	50	125	75	15,3	11,5	11,9	10,0
CMTY COLL OF DELAWARE CO	V	III	--	--	4	5	2	5	36	35	----	----	13,2	10,6
DELAWARE VALLEY COLL	V	II	8	8	7	5	9	9	25	21	14,3	13,0	11,2	9,8
DICKINSON COLLEGE	V	II	3	3	4	4	30	29	49	7	19,6	15,3	12,2	10,1
DREXEL UNIVERSITY	V	II	2	3	3	6	71	103	107	18	20,4	15,6	12,8	9,6
DROPSIE UNIVERSITY	V	II	1				9				24,1			
DUQUESNE UNIVERSITY	V	II	5	3	5	8	61	64	110	36	17,7	15,3	11,9	9,1
E STROUDSBURG STATE COLL		II	7	6	7	9	38	81	44	[illegible]	16,0	13,6	11,4	8,8
EASTERN BAPTIST COLL	V	II	10	10	10	--	6	9	15	[illegible]	12,5	11,3	9,6	----
EDINBORO STATE COLLEGE		II	8	8	9	8	110	132	171	53	15,7	13,0	10,6	9,3
ELIZABETHTOWN COLLEGE	V	II	10	8	8	8	17	30	45	13	13,4	12,5	11,1	9,3
FRANKLIN & MARSHALL COLL	V	II	2	2	2	1	41	43	55	18	20,5	16,2	13,5	11,1
GANNON COLLEGE	V	II	8	7	7	7	14	15	52	28	14,9	13,4	11,2	9,5
GENEVA COLLEGE	V	II	6	6	9	8	15	9	43	7	16,6	13,7	10,7	9,2
GETTYSBURG COLLEGE	V	II	2	3	4	3	33	32	44	21	20,4	15,7	12,4	10,4
GRATZ COLLEGE		II	--	--	--	--	2	1	4	1	----	----	----	----
GWYNEDD-MERCY COLLEGE	V	II		--	10	10		5	11	27		----	8,8	7,7
HARRISBURG AREA CMTY COLL	V	III	8	8	7	7	10	16	52	43	14,7	13,4	11,9	10,0
HAVERFORD COLLEGE	V	II	2	2	3	--	29	18	26	1	20,7	16,2	13,0	----
IMMACULATA COLLEGE	V	II	--	--	7	--	2	2	15	4	----	----	11,3	----
INDIANA UNIV OF PENN		II	6	7	7	8	121	194	142	35	16,5	13,4	11,2	9,3
JUNIATA COLLEGE	V	II	7	8	7	5	17	23	25	22	16,1	12,6	11,3	9,9
KING'S COLLEGE	V	II	7	8	9	10	10	31	32	18	16,2	12,8	10,5	8,7
KUTZTOWN STATE COLLEGE		II	7	7	7	8	53	84	78	30	16,1	13,3	11,3	9,2
LAFAYETTE COLLEGE	V	II	2	3	3	3	28	35	52	28	21,4	15,5	12,8	10,4
LA SALLE COLLEGE	V	II	3	5	6	7	25	49	72	33	18,9	14,1	11,7	9,3
LEBANON VALLEY COLLEGE	V	II	5	7	7	5	12	14	27	13	17,6	13,4	11,4	9,9
LEHIGH UNIVERSITY	V	I	6	7	7	9	99	78	72	28	21,4	15,9	12,8	9,6
LYCOMING COLLEGE	V	II	4	5	6	4	13	19	44	10	18,3	14,3	11,7	10,0
MANSFIELD STATE COLLEGE		II	7	7	8	9	51	68	87	33	16,3	13,5	11,2	9,0
MARYWOOD COLLEGE	V	II	7	6	9	8	7	11	35	27	16,1	13,6	10,7	9,3
MERCYHURST COLLEGE	V	II		--	10	10		3	15	17		----	10,0	8,1
MILLERSVILLE STATE COLL		II	6	6	8	7	56	100	73	22	16,5	13,7	11,1	9,5
MONTGOMERY CO CMTY COLL	V	III	6	6	7	6	7	18	33	21	16,6	14,4	12,0	10,3
MORAVIAN COLLEGE	V	II	5	5	7	7	19	18	33	12	17,4	14,2	11,4	9,4
MUHLENBERG COLLEGE	V	II	4	6	6	6	35	20	31	17	18,1	14,1	11,8	9,6
NORTHAMTON CO CMTY COLL	V	III	--	8	8	10	4	12	25	29	----	13,4	11,6	9,1
PENNSYLVANIA STATE UNIV		I	8	9	9	9	518	516	545	240	19,6	15,0	12,4	9,6
PENN ST UNIV BR CAMPUSES		III	5	7	8	8	18	88	293	349	17,1	13,7	11,3	9,6
PHILADELPHIA COLL OF ART	V	II	7	8	10	10	9	21	34	21	16,1	13,0	10,3	8,4
PHILA COLL PHARMACY & SCI	V	II	4	3	3	3	13	13	13	10	18,3	15,2	12,9	10,3
PHILA COLL TEXTILES & SCI	V	II	7	5	7	4	17	15	24	8	16,4	14,2	11,4	10,1
PHILADELPHIA MUSICAL ACAD	V	II	--	--	--	--	4	4	3	5	----	----	----	----
PITTSBURGH THEOL SEMINARY	V	II	4	3	--		9	12	4		18,8	15,8	----	
PMC COLLEGES	V	II	5	4	7	6	22	23	42	13	17,4	14,3	11,4	9,7
POINT PARK COLLEGE	V	II	3	3	6	5	15	26	58	26	19,0	15,4	11,7	9,8
ROSEMONT COLLEGE	V	II	8	7	8	8	6	14	19	9	15,6	13,6	11,0	9,1
ST FRANCIS COLLEGE	V	II	8	9	9	10	13	16	26	21	15,5	12,4	10,4	8,7
ST JOSEPH'S COLLEGE	V	II	3	7	7	8	22	13	45	15	19,2	13,5	11,3	9,2
ST VINCENT COLLEGE	V	II	--	7	6	7	1	12	12	9	----	13,6	11,6	9,3
SETON HILL COLLEGE	V	II	9	10	10	10	10	15	14	12	14,1	11,4	10,0	8,2
SHIPPENSBURG STATE COLL		II	8	7	9	9	46	80	106	7	15,8	13,3	11,2	8,8
SLIPPERY ROCK STATE COLL		II	7	6	7	8	48	109	103	39	16,1	13,6	11,3	9,1
SUSQUEHANNA UNIVERSITY	V	II	7	8	7	7	11	22	34	27	16,0	12,6	11,2	9,4
SWARTHMORE COLLEGE		II	1	3	4	3	37	40	42	11	23,1	15,7	12,2	10,4
TEMPLE UNIVERSITY	V	I	3	1	1	4	257	275	448	200	21,8	18,0	14,7	10,8
THIEL COLLEGE	V	II	9	8	7	3	14	24	33	10	14,7	12,8	11,4	10,3
UNIV OF PENNSYLVANIA	V	I	2	3	6		336	200	264		24,8	17,4	13,3	
UNIV OF PITTSBURGH	V	I	5	5	5	4	330	299	423	132	22,2	16,5	13,4	10,7
UNIV PITTS BRADFORD C	V	III		--	10	8		4	6	12		----	10,8	9,7
UNIV PITTS GREENSBURG C	V	III	--	--	9	9	1	3	8	15	----	----	11,1	9,5
UNIV PITTS JOHNSTOWN C	V	III	--	8	8	7	4	9	24	28	----	13,5	11,3	9,9
UNIV PITTS TITUSVILLE C	V	III			9	--			6	1			11,0	----
UNIVERSITY OF SCRANTON	V	II	7	8	7	7	22	25	39	7	16,0	13,1	11,4	9,4
VILLA MARIA COLLEGE	V	II	--	--	10	10	1	1	17	14	----	----	7,2	5,9
VILLANOVA UNIVERSITY	V	II	5	5	5	10	69	94	161	88	17,6	14,4	11,8	8,7
WASHINGTON & JEFFERSON C	V	II	3	6	7	8	19	17	34	10	19,4	14,1	11,3	9,2
WAYNESBURG COLLEGE	V	II	7	7	8	5	12	13	34	8	16,3	13,2	11,2	9,9

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HQ	MDN	LO	
----	10.0	11.3	11.1	----	6.1	7.0	8.4	----				12,4	10,8	9,1	655
10.0	9.7	10.4	----	7.8	9.0	7.0	----	13,6*	10,7	8,7	----	14,0	12,5	10,6	644
9.8	10.7	10.1	----	3.5	5.6	5.5	----				----	14,4	11,3	10,0	737
9.8	9.5	10.0	10.9	6.6	6.7	6.5	6.6					14,0	12,0	10,7	753
10.4	10.3	10.5	10.7	5.3	5.8	5.8	5.7	13,6*	10,7*	8,7*	6,9	15,3	13,2	11,4	982
10.4	10.4	10.5	10.6	6.4	6.3	6.8	3.2					13,8	12,5	11,1	1,021
17.7	14.6	13.7	13.4	1.0	1.7	1.9	3.9	11,5*	9,0	7,5	6,5	12,3	10,6	9,6	810
9.0	9.2	9.3	9.2	6.0	7.5	7.2	7.9					14,5	12,4	10,7	660
18.1	16.1	14.0		2.7	1.8	5.4		13,4	11,2	8,8		14,5	11,4	9,5	1,269
9.9	10.0	10.3	10.5	7.9	7.9	7.4	6.0					14,2	12,3	10,6	725
----	9.7	10.6	11.2	----				----	10,7	8,7	6,9	12,9	11,1	10,1	734
9.5	10.0	10.2	10.4	4.9	6.5	6.6	6.6	13,6*	10,7*	8,7*	6,9*	17,1	13,8	11,5	787
----	--	3.1	----	----	----	9.2	----	----	----	7,5	----	8,7	7,8	7,8	407
13.2	14.7	12.1	8.2	9.3	10.3	10.8	11.6	13,0	10,0	8,0	7,0	13,9	11,0	9,4	832
16.8	11.4	10.1	8.6	6.1	6.7	7.0	7.8					13,4	11,3	9,7	869
----	----	7.6	5.5	----	----	5.4	4.4	----	----	7,9	6,5	9,2	8,8	8,1	668
----	11.5	11.7	12.7	----	7.1	7.2	6.8	----				10,6	9,4	8,0	828
15.1	9.9	10.5	9.7	9.5	8.9	8.3	8.0	12,5	11,0	9,0	7,6	13,8	11,5	10,0	1,050
4.0	4.7	5.4	6.5	5.3	5.6	5.0	7.4	13,7	11,2	8,8	7,3	14,4	13,1	11,4	781
16.0	15.7	18.4	6.7	6.2	7.7	5.7	8.3	16,0	12,5	10,0	7,5	17,1	12,8	10,5	1,094
16.7	17.1	17.1	15.7	4.9	4.9	3.7	6.1					14,5	12,0	10,0	1,048
9.1	9.7	10.6	11.6									12,8	11,2	9,6	565
----	12.5	12.8	13.7	----	12.0	13.1	13.6	----	10,1	8,5	7,3	10,9	9,7	8,7	556
----	----	10.7	11.7	----	----	7.1	6.2	----	----	9,0	6,5	10,5	8,8	7,4	804
3.6	4.3	5.0	5.6	5.1	6.2	5.4	6.4	13,7	11,2	8,8	7,3	14,2	13,6	11,5	760
----	----	15.4	13.5	----	----	6.7	6.6	----	----			11,7	10,0	8,9	533
13.5	11.1	7.4	8.1	6.5	9.8	10.9	10.3					17,9	13,8	11,5	1,727
15.8	17.1	13.1	12.7	6.7	6.9	8.0	9.0					13,0	10,2	9,3	968
20.7	15.8	15.2	9.0	6.2	7.1	9.2	4.1					14,3	12,0	10,0	1,309
----	12.9	13.7	----	----	6.5	5.1	----	----			----	11,7	10,5	8,6	
3.4	4.0	4.7	5.4	5.1	5.8	7.3	4.1	13,7	11,2	8,8	7,3	15,1	13,0	11,2	901
	----	9.8	7.0		----	9.2	7.2		----	7,5	6,5	10,0	8,6	8,1	
11.1	11.1	12.0	10.9	8.0	9.0	8.0	8.0	12,3	10,0	8,5	7,5	11,6	10,4	9,4	845
----	----	13.9	14.1	----	----	10.4	10.6	----	----	10,1*	5,0	11,6	10,6	9,6	480
9.5	8.8	8.1	7.2	7.8	11.1	10.4	10.1	12,0	10,0	8,5	7,0	11,5	10,3	9,2	800
15.2	15.7	16.5	18.1	8.6	7.8	7.3	7.2					14,4	11,8	10,1	1,054
10.7	9.8	8.4	8.9									16,3	13,3	11,3	766
6.5				6.3								----	----	----	------
12.4	11.8	12.7	14.1	8.8	6.0	9.2	6.5	8,5	7,5	6,5	5,5	14,6	11,8	9,4	527
4.0	4.7	5.5	6.5	5.7	6.1	5.3	5.0	13,7	11,2	8,8	7,3	14,4	12,6	11,5	776
8.9	10.7	12.4	----	7.9	8.4	9.1	----	10,0	9,0	7,0	----	10,5	9,5	7,5	687
6.4	7.0	8.0	8.3	5.0	6.3	6.6	5.0	13,7	11,2	8,8	7,3	13,7	11,5	10,1	
12.3	14.3	12.8	13.1	8.1	7.7	8.3	9.9					11,2	10,2	9,4	786
20.5	21.4	22.4	16.3	4.9	6.2	6.3	4.8					14,7	12,5	10,5	1,259
11.2	11.5	10.2	8.5	10.7	11.4	11.1	12.1					11,4	10,2	9,0	455
12.3	12.5	11.5	8.3	15.8	13.4	10.3	11.9	10,5	9,1	7,4	6,5	12,3	10,0	9,1	692
18.0	16.5	12.1	10.4	10.1	6.8	10.3	10.6					14,0	12,7	10,3	1,022
----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	-------
	----	7.3	5.2		----	8.5	7.5		----	7,6	6,0	9,3	7,7	7,2	
11.7	12.0	12.6	13.1	7.4	7.9	8.7	9.3	11,0	10,0	8,5	7,5	11,2	10,2	9,2	477
20.3	20.0	21.1	----	5.3	6.9	7.9	----	15,0	12,5	10,0	----	16,3	13,4	11,0	1,303
----	----	10.6	----	----	----	9.3	- --	----	----		----	10,9	10,2	9,4	253
4.0	4.8	5.6	6.4	6.3	6.2	5.5	6.6	13,7	11,2	8,8	7,3	14,4	12,4	10,7	679
14.8	15.2	12.6	15.3	6.1	7.5	7.7	6.5					11,9	10,3	9,0	893
8.8	9.8	10.9	11.2	5.7	11.0	11.5	8.4	12,7	9,3	7,3	6,6	12,0	10,5	8,7	578
3.9	4.7	5.4	6.3	5.8	5.8	4.5	6.1	13,7	11,2	8,8	7,3	13,7	11,8	10,7	705
12.5	13.9	14.8	9.3	7.3	7.7	6.1	8.2					15,0	12,0	10,1	1,102
9.6	10.8	11.9	7.9	11.0	16.8	15.1	16.4	15,2	11,3	9,3	7,4	12,4	10,9	9,7	869
16.3	14.5	13.8	13.0	6.9	8.7	7.3	6.9	11,5	9,5	8,0	6,5	12,0	10,7	9,2	869
19.2	17.4	14.3	11.3	5.5	5.9	5.2	9.3					16,0	11,0	11,2	1,079
8.8	9.4	9.3	10.0	6.2	6.3	6.9	6.3	13,0	10,0	8,5	7,5	13,9	11,3	10,0	724
3.7	4.8	5.3	6.2	9.1	6.9	5.9	8.4					14,0	11,5	10,0	982
10.2	10.4	9.1	8.5	16.7	10.2	13.3	12.1					11,2	9,4	8,7	610
	----	8.8	8.3		----	7.9	10.7		----	7,4	6,5	9,5	8,5	7,4	481
3.4	4.1	5.1	5.9	2.8	3.1	.9	4.1	13,7	11,2	8,8	7,3	14,2	12,1	10,9	699
12.3	12.6	13.8	13.6	8.0	8.9	10.7	9.0	13,0	11,0	9,0	8,0	12,3	11,0	9,6	921
16.0	16.7	15.4	9.3	5.4	7.0	5.5	6.7	12,2	10,9	8,5	7,5	12,7	10,5	9,4	861
19.1	19.0	17.1	14.8	7.7	8.5	8.1	9.6					14,4	11,6	9,8	973
----	11.1	11.6	11.9	----	8.5	12.4	7.4	----	10,0	8,6	6,7	11,3	9,8	8,8	417
3.4	4.4	5.3	6.9	5.2	5.1	5.6	6.0					16,7	13,6	11,4	
3.9	4.9	5.9	6.9	4.9	4.5	5.7	5.8					11,2	10,0	9,0	
13.3	12.1	9.9	7.3	13.7	9.4	10.9	12.2	13,2	10,2	8,6	7,6	10,8	9,0	8,6	340
15.6	16.5	17.6	19.1	7.1	8.5	10.2	8.4					14,0	12,0	10,0	799
11.5	11.2	9.1	7.2	5.7	6.1	8.5	11.7					13,5	11,5	10,0	727
----	----	----	----	----	----	----		----	----	----	----	11,5	10,0	7,5	696
16.3	16.2	----		2.9	4.0	----				----		15,2	13,8	13,2	1,626
10.3	9.5	8.5	7.4	4.3	5.5	7.3	8.8					13,8	11,6	9,8	907
13.8	12.2	11.2	9.6	5.9	5.9	7.8	7.8					13,2	10,8	9,2	713
9.3	9.5	10.3	6.7	9.2	8.8	9.7	11.2	13,5*	11,5	9,0	7,5	12,4	10,5	9,2	901
11.1	12.9	12.1	11.1	8.3	7.3	7.7	8.5	12,3	9,7	8,1	6,8	11,0	9,5	8,2	
8.7	10.7	10.6	8.7	5.6	5.6	7.6	9.0	12,0	10,2	8,1	7,0	13,2	10,7	9,4	
----	9.1	9.1	8.5	----	3.7	4.2	4.4	----	11,0	9,5	7,5	12,1	11,0	9,6	
6.4	5.2	7.4	5.7	7.2	8.7	12.2	8.3					11,1	10,0	8,2	786
3.6	4.2	5.0	5.8	5.3	6.8	5.2	5.9	13,7	11,2	8,8	7,3	13,8	11,9	10,5	724
3.5	4.1	4.9	5.6	5.0	5.0	4.9	5.0	13,7	11,2	9,8	7,3	13,8	11,8	10,5	849
14.1	10.3	12.0	11.9												
10.5	9.6	9.2	6.9	6.0	6.9	7.8	8.4	16,0	12,2	10,0	8,6	17,3	13,8	10,8	1,832
24.0	24.2	25.8	17.1	8.0	9.2	9.0	8.0	14,2	11,0	8,5	6,5	16,0	12,4	10,6	915
16.6	18.0	17.1	21.1	7.1	7.1	8.5	6.4	11,2	9,6	8,3	7,0	11,2	10,2	9,2	916
13.1	13.0	10.0		3.7	5.6	6.5		14,0	11,0	9,0		20,0	15,1	12,3	1,171
12.2	12.1	13.5	14.2	7.0	7.5	8.0	9.9					16,4	13,1	11,0	1,061
	----	16.0	15.3		----	5.9	5.0		----			9,8	8,6	8,0	762
----	----	15.0	14.5	----	----	10.7	8.7	----	----			10,2	8,6	7,8	617
----	13.5	14.9	14.5	----	7.6	8.5	9.4	----				10,1	9,3	8,4	372
		15.2	----			7.1	----				----	----	----	----	------
10.7	13.2	11.0	10.3	8.6	7.1	7.3	6.3	11,4	9,1	7,1	6,3	12,6	11,3	10,0	546
----	----	8.2	4.8	----	----	6.1	7.6	----	----	7,4*	6,5*	6,7	6,1	5,0	415
9.9	9.5	9.0	8.1	9.0	8.2	8.4	7.7	12,5*	8,5	7,0	6,0	13,6	11,6	9,5	914
14.8	13.8	10.1	5.8	6.8	7.3	7.0	6.9					13,5	11,1	9,9	1,130
12.9	14.5	13.5	12.9	8.0	8.5	7.7	9.8	13,1	10,7	9,2	7,7	11,8	10,1	9,2	749

NAME OF INSTITUTION	(1) (2) NOTES RET.	(3) INST. CATE-GORY	(4) AVERAGE COMPENSATION BY RANK PROF	ASSO	ASST	INSTR	(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK PROF	ASSO	ASST	INSTR	(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED) PROF	ASSO	ASST	INSTR
PENNSYLVANIA (CONTINUED)														
WEST CHESTER STATE COLL		II	6	5	9	8	111	205	118	54	16,7	14,2	10,7	9,1
WESTMINSTER COLLEGE	V	II	4	3	4	7	23	23	37	23	19,0	15,5	12,6	9,5
WILKES COLLEGE	V	II	7	7	7	7	18	31	81	35	16,1	13,4	11,4	9,3
WILSON COLLEGE	V	II	4	4	6	3	18	12	25	11	18,1	14,6	11,8	10,3
YORK C OF PENNSYLVANIA	V	II	7	4	8	6	9	11	25	22	16,1	14,7	11,1	9,6
RHODE ISLAND														
BROWN UNIVERSITY	V	I	3	5	5	6	210	117	122	23	24,2	16,8	13,4	10,1
BRYANT COLLEGE	V	II	5	3	3	1	8	18	33	13	17,8	15,6	13,1	11,1
PROVIDENCE COLLEGE	V	II	5	5	6	5	20	25	49	28	17,0	14,2	11,6	10,0
RHODE ISLAND COLL	V	II	3	4	4	3	47	56	121	29	19,1	15,1	12,4	10,3
RHODE ISLAND JUNIOR COLL	V	III	--	7	9	10	--	20	119	56	----	13,9	11,2	9,2
RHODE ISLAND SCH DESIGN	V	II	4	5	7	10	15	27	44	13	18,5	14,5	11,3	8,4
SALVE REGINA COLLEGE	V	II	9	8	9	10	7	11	24	29	14,0	12,8	10,7	9,3
UNIV RHODE ISLAND	V	I	6	6	6	4	143	167	211	104	21,1	16,1	13,1	10,6
SOUTH CAROLINA														
BENEDICT COLLEGE	V	II	8	10	10	10	10	26	21	23	15,1	9,6	8,1	8,3
THE CITADEL		II	6	7	7	--	32	36	74	1	16,5	13,4	11,3	----
CLEMSON UNIVERSITY		I	10	10	10	9	87	171	144	54	17,4	14,5	12,0	9,4
COKER COLLEGE	V	II	8	10	10	--	13	7	7	3	15,0	11,5	10,2	----
COLUMBIA COLLEGE	V	II	9	7	6	7	14	12	12	11	14,7	13,2	11,6	9,4
CONVERSE COLLEGE	V	II	7	5	6	9	14	17	24	10				
ERSKINE COLLEGE	V	II	10	10	10	--	12	11	20	3	12,5	11,1	10,0	----
FRANCIS MARION COLLEGE		II	--	7	9	8	3	9	11	13	----	13,6	10,7	9,0
FURMAN UNIVERSITY	V	II	5	6	6	7	31	25	42	24	17,5	14,0	11,6	9,4
NEWBERRY COLLEGE	V	II				--	11	18	30	2	15,9	12,3	10,6	----
PRESBYTERIAN COLLEGE	V	II	8	9	9	8	13	14	13	8	15,2	12,4	10,6	9,1
SOUTH CAROLINA STATE COLL		II	8	9	9	7	23	33	39	32	15,7	12,0	10,4	9,4
UNIV OF SOUTH CAROLINA		I	9	10	9	8	142	139	207	104	18,	14,6	12,5	9,7
VOORHEES COLLEGE	V	II	--	10	10	10	4	10	15	11	----	11,5	9,0	8,4
WINTHROP COLLEGE		II	7	7	8	8	34	36	67	29	16,:	13,4	11,0	9,2
WOFFORD COLLGE	V	II	6	5	6	--	13	15	25	2	16,7	14,5	11,8	----
SOUTH DAKOTA														
AUGUSTANA COLLEGE	V	II	8	8	9	9	19	29	60	15	15,5	12,6	10,6	8,8
BLACK HILLS STATE COLLEGE	V	II	10	10	10	10	21	19	40	20	13,2	11,2	9,7	9,1
DAKOTA STATE COLL	V	II	10	9	9	8	8	10	26	18	13,6	12,2	10,4	9,0
DAKOTA WESLEYAN UNIV	V	II	10	10	10	7	7	9	14	7	11,5	11,6	10,3	9,5
HURON COLLEGE	V	II	--	10	10	10	5	6	18	11	----	10,6	10,3	8,6
MOUNT MARTY COLLEGE	V	II		--	10	10		1	13	7		----	9,9	8,4
NORTHERN STATE COLLEGE	V	II	9	10	9	9	21	19	98	13	14,0	11,5	10,4	8,9
S DAKOTA SCH MINES & TECH	V	II	8	7	7	10	30	30	39	7	15,7	13,2	11,3	8,6
SOUTH DAKOTA STATE UNIV	V	II	9	8	7	6	73	70	99	52	14,5	12,3	11,3	9,6
SOUTHERN STATE COLLEGE		II	10	9	10	10	7	7	26	35	13,(	11,9	10,2	8,6
UNIV OF SOUTH DAKOTA	V	II	8	8	6	9	66	32	99	25	15,9	13,0	11,7	8,8
YANKTON COLLEGE	V	II	10	10	10	10	7	10	21	10	11,2	11,5	9,9	8,3
TENNESSEE														
BETHEL COLLEGE	V	II	10	10	10	--	12	9	10	5	12,6	9,3	8,1	----
CHATTANOOGA ST TECHL INST	V	III	--	10	10	--	1	12	26	5	----	11,1	9,9	----
CHRISTIAN BROTHERS COLL	V	II	8	7	8	9	8	13	18	24	15,2	13,3	11,2	8,9
COLUMBIA STATE CMTY COLL		III		--	10	10		5	14	37		----	10,3	9,1
FISK UNIVERSITY	V	II	3	3	5	5	15	27	37	17	19,0	15,3	12,1	9,8
GEO PEABODY C TEACHERS	V	II	6	5	4	7	41	42	51	22	16,7	14,3	12,3	9,5
KNOXVILLE COLLEGE	V	II	9	10	10	10	11	16	30	18	14,4	11,5	9,4	8,1
LAMBUTH COLLEGE	V	II	9	9	9	--	13	13	26	5	14,3	12,4	10,5	----
LE MOYNE-OWEN COLLEGE	V	II	10	10	10	--	8	8	11	5	12,7	10,3	9,2	----
LINCOLN MEMORIAL UNIV	V	II	10	10	--	--	8	21	5	3	12,0	10,0	----	----
MEMPHIS STATE UNIVERSITY	V	II	5	4	5	7	152	158	208	128	17,2	14,8	12,0	9,4
MIDDLE TENN STATE UNIV	V	II	6	6	5	6	78	92	141	64	16,6	13,8	11,9	9,5
MILLIGAN COLLEGE	V	II	10	10	8		11	13	20		12,6	11,3	10,9	
SOUTHWESTERN AT MEMPHIS	V	II	5	5	7	4	27	23	27	9	17,3	14,2	11,5	10,2
STATE TECH INST MEMPHIS	V	III	--	10	10	10	2	10	20	24	----	10,7	10,0	9,1
TENNESSEE STATE UNIV	V	II	8	7	9	8	54	62	88	43	14,9	13,4	10,4	9,2
TUSCULUM COLLEGE	V	II	--	10	9	10	4	6	18	8	----	11,7	10,4	8,3
UNION UNIVERSITY	V	II	9	8	9	9	11	19	11	11	13,9	12,5	10,7	9,0
UNIVERSITY OF THE SOUTH	V	II	4	6	6	6	27	9	30	12	18,5	13,8	11,7	9,7
UNIV TENN-KNOXVILLE	V	I	9	9	8	10	290	298	351	186	18,8	15,0	12,7	8,7
U OF TENN AT CHATTANOOGA	V	II	6	4	5	3	29	37	84	26	16,6	14,9	12,0	10,4
UNIV OF TENN AT MARTIN	V	II	8	7	5	7	10	41	112	41	14,9	13,6	11,9	9,5
VANDERBILT UNIVERSITY	V	I	4	5	3	1	151	124	120	40	23,1	16,6	13,9	11,6
TEXAS														
ANGELO STATE UNIVERSITY	V	II	6	6	6	9	23	23	57	27	16,5	14,0	11,5	8,8
AUSTIN COLLEGE	V	II	5	5	4	5	21	14	25	17	17,8	14,4	12,4	10,4
BAYLOR UNIVERSITY	V	II	8	8	9	10	104	71	85	29	15,5	12,5	10,5	8,5
DALLAS BAPTIST COLLEGE	PNA	II												
DEL MAR COLLEGE	V	III	8	9	9	8	15	34	44	57	14,8	12,6	11,0	9,7
EAST TEXAS STATE UNIV	V	II	5	4	3	3	78	57	86	111	17,3	15,1	12,6	10,5
HUSTON-TILLOTSON COLL	V	II	9	9	10	10	12	13	14	14	14,0	11,8	10,2	8,6
LAMAR STATE COLL OF TECHY	V	II	4	5	5	8	81	76	120	97	10,4	14,3	11,9	9,1
LUBBOCK CHRISTIAN COLLEGE	V	II	--	10	10	10	3	14	10	11	----	10,6	9,2	8,1
MCMURRY COLLEGE	V	II	10	10	10	--	14	15	30	2	12,9	10,6	10,1	----
MIDLAND COLLEGE	V	III			--	10			2	7			----	9,1
MIDWESTERN UNIVERSITY	V	II	8	7	6	4	26	18	39	46	15,9	13,3	11,8	10,2
NORTH TEXAS STATE UNIV	V	I	9	9	7	7	173	121	185	90	18,8	15,1	12,8	10,0
ODESSA COLLEGE	V	III	9	9	7	6	12	12	19	58	13,6	12,4	11,7	10,3
PRAIRIE VIEW A&M COLL	V	II	8	9	9	6	55	60	77	32	15,4	11,9	10,7	9,6
RICE UNIVERSITY	V	I	4	6	6	3	113	74	111	16	22,7	16,4	13,3	11,1
ST EDWARDS UNIV	V	II	--	9	9	--	4	12	10	2	----	11,8	10,4	----
SAM HOUSTON STATE UNIV	V	II	6	5	4	4	71	89	87	60	16,5	14,3	12,4	10,0
SOUTHERN METH UNIV	V	I					121	104	160	79	19,5	15,5	12,4	9,0
SOUTHWEST TEXAS ST UNIV	V	II	6	6	4	6	65	62	91	109	16,5	14,0	12,6	9,6
SOUTHWESTERN UNIVERSITY	V	II	8	8	6	--	19	11	25	4	15,4	12,8	11,5	----
STEPHEN F AUSTIN ST UNIV	V	II	6	5	6	6	63	67	124	82	16,6	14,1	11,8	9,5
SUL ROSS STATE UNIVERSITY	V	II	9	10	9	8	23	10	16	10	14,8	11,5	10,3	9,1
TARLETON STATE COLLEGE	V	II	8	8	8	8	20	20	47	29	15,4	13,0	11,0	9,0
TARRANT CO JR COLL-NE	V	III	10	10	10	8	7	16	31	40	12,7	12,2	10,8	9,7
TARRANT CO JR COLL-SOUTH	V	III	10	10	9	7	7	22	40	80	13,2	12,0	10,9	10,0
TEXARKANA COLLEGE		III	10	10	10	--	15	10	29	2	10,5	9,8	8,7	----
TEXAS A&M UNIVERSITY	V	I	8	8	6	10	253	253	276	87	19,7	15,4	13,1	9,1

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HQ	MDN	LO	
3.8	4.4	5.7	7.8	5.0	4.7	5.0	5.0	13,7	11,2	8,8	7,3	13,7	11,6	9,9	1,123
13.4	11.6	12.1	7.9	7.8	6.8	8.2	8.0					14,6	12,3	9,8	859
10.7	11.6	11.4	10.8	7.0	7.1	6.8	7.1	12,0	10,0	8,5	6,5	11,7	10,5	9,5	764
15.2	15.0	14.8	13.7	7.7	8.8	6.4	9.1	15,6	12,1	9,6	7,8	15,6	11,1	9,6	1,867
10.1	11.1	12.1	13.5	7.5	5.7	4.6	3.9	14,0	11,0	8,0	7,0	12,8	9,5	8,8	432
16.4	14.6	14.8	6.8	6.9	9.1	9.1	19.1					19,1	15,0	12,0	1,776
10.4	11.1	9.3	9.7	7.3	7.0	7.4	7.0	13,5	12,0	9,3	8,0	14,5	12,5	11,1	515
18.7	15.3	8.7	9.4	14.3	9.8	12.3	19.4	13,5*	12,0*	10,0*	9,0*	12,4	10,9	10,0	
13.0	14.0	15.0	15.9	8.7	9.7	9.3	6.3	15,0	12,0	9,0	7,2	14,0	11,8	10,0	789
	11.5	13.3	9.2		9.1	7.9	8.3		12,0*	9,0	7,2	10,5	9,4	9,0	596
15.7	15.9	15.8	9.3	10.4	11.1	12.5	18.8	13,5	11,0	9,0	7,5	13,0	11,3	10,4	1,121
4.9	5.2	5.3	3.5									11,6	9,7	9,2	1,135
12.8	13.8	14.8	16.2	8.3	8.6	8.0	12.0	15,0*	12,0*	9,0*	7,2*	15,8	12,4	10,6	1,010
3.7	6.3	5.7	5.4	2.8	6.8	12.5	6.5	10,5	7,5	6,5	6,0	10,2	8,3	7,5	540
4.3	5.0	5.6	----	6.7	7.1	7.6	----	13,3	11,6	9,2	----	13,7	11,8	10,6	733
3.3	3.8	4.5	5.3	3.7	5.3	5.2	4.0					15,5	12,7	10,9	309
13.0	13.8	14.8	----	4.0	5.0	3.7	----				----	13,5	10,5	8,5	930
12.2	11.0	12.4	10.5	5.4	5.0	5.5	4.2					12,4	11,5	9,0	709
13.0	13.1	10.9	6.9	7.1	7.4	7.1	8.7					14,0	11,6	9,0	1,077
11.6	12.6	9.9	----	2.4	4.3	2.7	----	8,8	8,8*	7,7	----	11,0	9,8	8,5	649
----	4.6	5.6	6.2	----				----				13,0	10,1	9,0	525
14.5	13.9	10.0	6.4	7.5	8.0	7.4	6.6					13,2	11,4	10,0	821
7.6	8.4	9.0	----	5.0	6.4	5.0	----				----	11,1	10,5	9,4	922
8.5	10.6	7.6	7.8	9.2	7.3	9.2	5.3	11,6	9,6	7,6	7,5	12,5	11,0	9,0	717
3.1	4.0	4.7	4.8	3.2	2.[illegible]	3.6	4.2					12,5	10,4	9,2	741
2.6	3.3	3.9	4.8	4.1	5	5.6	7.2					15,5	13,0	10,5	646
----	5.0	6.7	7.0	----	10.2	5.6	7.4	----				11,2	9,0	8,0	642
3.5	4.1	4.9	5.7	3.9	[illegible].0	4.3	6.3					13,8	11,3	9,5	573
11.5	11.7	10.7	----	8.5	9.3	9.1	---				----	13,8	11,6	10,7	761
13.0	13.0	12.2	10.9	3.4	2.9	3.7	4.1	10,0	9,0	7,5	6,5	11,0	9,7	8,8	693
7.4	8.7	9.4	10.4	3.6	4.9	6.0	6.0					11,0	9,3	7,9	457
7.1	7.2	8.1	9.1	7.7	6.7	9.3	7.2	10,0	9,0	7,5	6,5	10,5	9,0	8,5	532
10.3	10.0	10.0	7.0	3.7	7.6	7.2	6.6	10,0*	9,5	8,0*	7,0	10,6	9,8	8,8	708
----	13.9	9.2	8.3	----	5.4	7.7	7.8	----				10,2	9,0	8,2	618
	----	7.2	6.2		----	9.3	9.2		----						
7.7	9.1	9.6	9.5	2.6	3.6	3.5	3.4					11,3	10,1	8,8	530
7.0	8.2	9.2	11.0	3.5	4.2	4.8	9.0					13,2	11,8	10,0	808
8.0	8.8	9.5	10.6	3.9	5.5	6.0	7.6					12,5	11,0	9,5	587
6.2	6.9	7.7	8.2	4.0	4.0	4.8	5.0					10,0	9,0	8,1	717
6.5	7.5	8.1	9.6	5.2	5.4	5.3	9.6					13,7	11,7	10,2	616
8.1	8.[illegible]	7.8	6.0	4.8	5.8	5.8	5.9					10,2	9,3	8,4	948
7.7	9.7	8.4	----				----	9,0	7,0	7,0	----	12,0	8,2	7,4	700
----	10.0	10.2	----	----	8.6	7.9	----	----	8,6	7,6*	----	10,3	9,3	8,7	939
6.9	9.6	10.5	11.5	5.8	10.0	8.4	7.0					12,0	10,0	8,1	792
	----	7.5	7.6		----	6.7	7.5		----			9,9	8,9	8,0	447
11.5	12.2	13.2	13.9	10.1	9.4	5.2	10.4	11,0	10,0	8,5*	7,0	14,3	11,5	9,5	1,034
13.4	13.6	13.6	10.1	4.3	5.1	4.5	5.0					13,8	12,0	10,2	1,029
8.4	7.4	7.8	7.5	10.1	2.0	7.5	8.9	12,5	9,7	8,3*	7,0*	10,9	9,2	7,8	633
12.2	14.1	12.7	----	10.0	10.4	9.9	----				----	12,2	9,9	9,2	824
11.3	11.0	9.1	----	4.9	6.1	5.7	----				----	10,3	9,3	8,1	580
13.9	16.7	----	----		3.3	----	----	10,5	7,8	----	----	10,5	7,9	7,7	511
8.6	9.0	9.8	10.5	9.9	10.1	8.3	7.5	8,4	7,8	7,5	6,2	14,4	12,1	8,8	578
8.9	9.6	10.2	10.8	8.9	9.1	8.2	8.2	8,4	7,8	7,5	7,2	13,5	11,3	10,4	668
16.1	16.6	16.7										11,0	9,6	8,8	727
14.8	14.2	13.4	13.2	4.4	8.6	5.2	4.9					14,2	12,1	10,6	1,147
----	9.3	9.4	9.4	----	10.4	8.4	8.1	----	8,6	7,6	7,1	9,5	8,7	8,4	818
8.7	10.2	9.2	9.1	9.1	7.7	8.4	11.2					12,9	10,4	8,8	668
----	9.3	9.5	7.4	----	1.8	4.5	5.9	----				10,7	8,5	8,5	606
8.4	10.0	10.2	10.2	5.5	6.0	6.6	6.8	11,0	8,5	7,0	9,0	12,3	10,6	8,9	845
13.7	14.8	13.1	9.1	3.5	3.3	3.5	3.1					14,6	11,4	9,8	1,118
8.4	9.0	9.6	10.6	7.6	6.4	6.9	9.2					15,4	13,3	10,7	717
9.3	9.5	10.2	10.8	5.3	5.7	9.0	8.9					13,5	11,4	10,2	619
9.0	9.4	9.8	10.5	7.2	7.7	5.8	8.2					12,2	10,7	9,3	556
13.4	14.6	15.5	5.9	5.7	6.9	6.5	7.7					17,8	14,2	12,1	1,277
9.1	9.7	10.5	11.2	4.8	3.7	4.4	3.6	11,7	8,3	7,7	7,0	12,6	10,9	9,4	859
12.8	12.6	14.5	14.5	7.2	7.3	7.6	8.0	12,0	10,0	8,0	7,0	14,3	11,5	10,0	944
12.0	11.0	10.0	9.0	6.6	8.3	7.4	10.0					13,2	11,1	9,2	572
11.2	12.1	13.0	13.5	.4	2.0	2.4	2.2	9,4	8,8	8,1	7,8	10,9	9,6	8,6	494
8.9	9.4	10.1	10.9	6.5	5.2	6.4	5.5	13,0*	12,1	9,7	7,9	14,8	11,7	10,0	602
10.7	11.4	13.3	13.3	4.1	3.4	10.5	8.6	9,0	9,0	7,0	6,5	11,5	9,8	8,2	890
8.8	9.6	10.3	11.2	4.8	4.5	5.0	8.5					14,3	11,9	9,7	983
----	9.6	10.2	10.3	----	11.0	14.4	12.7	----				8,9	7,9	7,3	408
10.3	11.1	11.1	----	14.5	3.3	5.3	----				----	10,9	10,1	8,5	511
		----	12.3			----	10.2			----	7,9*	10,1	9,1	8,8	310
9.2	9.9	10.4	11.0	7.5	8.9	8.8	8.0					12,6	10,8	9,4	844
8.7	9.4	10.1	11.0	7.1	7.9	7.8	6.6					16,8	13,2	11,0	611
7.6	7.4	7.9	11.0	5.7	2.5	2.7	4.2	10,7*	9,2	8,6	7,0*	11,6	10,4	9,2	539
9.4	10.7	11.2	11.6	3.5	3.3	4.4	5.6					12,4	10,4	9,6	658
10.1	9.3	9.6	6.4	5.1	6.8	6.9	6.0					17,5	14,3	12,3	1,824
----	9.1	7.1	----	----	7.1	6.2	----	----			----	11,3	10,6	9,6	343
9.1	9.6	10.2	11.1	4.4	6.2	6.3	6.2	11,2	10,3	9,4	8,1	14,3	12,2	10,5	467
11.7	11.8	10.3	10.5									15,0	12,8	10,8	864
9.1	9.7	10.1	11.2	4.2	4.4	10.0	5.1					13,1	11,5	9,8	950
14.7	15.5	16.0	----	8.4	8.0	7.8	----				----	14,3	12,7	11,0	901
9.1	9.6	10.3	11.1	5.0	5.2	5.5	5.7	13,0	11,5	9,0	7,0	13,1	11,0	9,6	476
9.3	10.5	11.0	11.1	7.6	4.8	2.7	3.3					11,5	9,7	9,8	414
9.7	10.3	11.0	11.6	2.8	3.1	3.3	4.4					11,8	10,0	8,0	477
10.1	10.2	10.7	11.2	3.8	4.6	6.4	8.0	9,3*	8,7	8,1	7,5	10,5	9,5	8,3	417
9.9	10.3	10.7	11.0	5.0	5.8	5.9	7.6	9,3	8,7	8,1	7,5	10,3	9,6	8,9	254
4.7	5.0	5.2	----	1.5	.7	4.9	----				----	9,8	8,9	7,8	405
9.0	9.7	10.3	10.9	7.2	7.3	7.6	7.4					16,2	13,5	11,3	1,001

NAME OF INSTITUTION	(1) (2) NOTES	HET.	(3) INST. CATE-GORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
				PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
TEXAS (CONTINUED)															
TEXAS A AND I UNIV		V	II	5	5	4	5	55	60	86	81	17,4	14,4	12,2	9,9
TEXAS CHRISTIAN UNIV		V	I	10	10	10	10	78	75	62	39	15,6	13,0	10,8	8,0
TEXAS LUTHERAN COLLEGE		V	II	--	10	10	8	5	12	17	11	----	11,7	9,9	9,3
TEXAS SOUTHERN UNIVERSITY		V	II	6	6	5	7	28	32	69	70	16,5	13,9	11,9	9,5
TEXAS ST TECHNICAL INST	PNA	V	III												
TEXAS TECH UNIVERSITY		V	I	9	8	10	10	217	212	245	90	18,9	15,1	12,4	9,0
TEXAS WESLEYAN COLLEGE			II	9	9	9	7	9	16	27	20	14,6	12,2	10,4	9,5
TEXAS WOMAN'S UNIV		V	I	8	6	4	5	58	54	98	71	19,0	15,9	13,6	10,1
TRINITY UNIVERSITY		V	II	5	4	3	4	35	53	62	16	17,1	14,6	13,0	10,1
UNIV OF HOUSTON		V	I	8	7	6	6	209	229	214	115	19,8	15,8	13,2	10,1
UNIVERSITY OF ST THOMAS		V	II	10	9	10	9	6	6	14	7	12,4	12,2	10,1	8,7
UNIV OF TEXAS AT AUSTIN		V	I	5	7	6	4	523	337	465	65	22,4	15,8	13,2	10,6
U OF TEXAS AT ARLINGTON		V	II	5	5	6	8	78	127	174	59	17,9	14,5	11,8	9,0
UNIV OF TEXAS AT EL PASO		V	II	5	5	6	6	83	76	115	66	17,1	14,3	11,7	9,6
WEST TEXAS STATE UNIV		V	II	6	6	4	6	38	65	101	69	16,5	14,0	12,3	9,7
WILEY COLLEGE		V	II	--	9	9	8	3	13	12	13	----	12,0	10,7	9,3
UTAH															
UNIVERSITY OF UTAH		V	I	8	8	7	4	239	169	200	31	19,6	15,2	13,0	10,6
UTAH STATE UNIVERISTY		V	I	10	10	10	10	137	141	141	51	17,2	14,2	12,4	9,1
WESTMINSTER COLLEGE		V	II	--	10	10	10	2	12	16	6	----	11,7	10,0	8,8
VERMONT															
CASTLETON STATE COLLEGE		V	II	7	6	7	7	9	15	24	21	16,2	13,7	11,3	9,4
JOHNSON STATE COLLEGE		V	II	7	7	6	5	6	14	21	7	16,3	13,2	11,6	9,8
LYNDON STATE COLLEGE		V	II	--	7	6	1	4	14	19	7	----	11,6	11,6	11,0
MIDDLEBURY COLLEGE		V	II	4	3	4	3	29	26	34	21	19,7	15,3	12,3	10,5
NORWICH UNIVERSITY		V	II	9	8	8	9	19	27	31	6	14,8	12,3	10,9	8,9
SAINT MICHAEL'S COLLEGE		V	II	5	7	7	7	17	21	29	15	17,2	13,5	11,2	9,5
UNIVERSITY OF VERMONT		V	I	8	7	7	8	90	105	151	90	19,5	15,7	12,9	9,8
WINDHAM COLLEGE		V	II	5	3	3	--		21	26	5	17,5	15,9	12,7	----
VIRGINIA															
AVERETT COLLEGE		V	II	--	10	10	10	4	8	13	13	----	10,0	9,6	8,6
BLUE RIDGE CMTY COLL		V	III		--	7	8		1	18	20		----	11,9	9,8
CENTRAL VA COMM COLL		V	III	--	--	9	10	1	5	15	31	----	----	10,8	8,8
COLL OF WILLIAM AND MARY			II	5	7	7	9	70	90	119	30	17,1	13,5	11,4	8,9
CHRISTOPHER NEWPORT COLL			II	--	9	9	9	3	8	28	20	----	11,8	10,4	8,9
DABNEY S LANCASTER CMTY C			III	--		9	10	1		8	13	----		11,0	8,9
EASTERN MENNONITE COLL			II	10	10	10	10	10	10	15	26	9,8	8,7	8,4	7,7
EMORY & HENRY COLLEGE		V	II	8	9	10	--	16	6	23	4	15,1	12,0	10,1	----
HAMPDEN-SYDNEY COLLEGE		V	II	8	7	7	--	16	7	23	1	15,5	13,5	11,4	----
HAMPTON INSTITUTE		V	II	5	7	7	7	26	27	49	61	17,6	13,3	11,5	9,5
HOLLINS COLLEGE		V	II	3	4	4	4	16	23	28	11	18,8	14,6	12,5	10,2
JOHN TYLER CMTY COLLEGE		V	III		--	10	10		3	20	42		----	10,7	8,8
LONGWOOD COLLEGE			II	8	8	9	9	22	43	64	17	15,4	12,6	10,7	9,0
LYNCHBURG COLLEGE		V	II	8	9	9	10	24	22	40	11	14,9	12,2	10,8	8,7
MADISON COLLEGE			II	8	8	8	7	50	49	116	9	15,6	12,7	10,9	9,4
MARY BALDWIN COLLEGE		V	II	7	5	6	8	19	12	18	7	16,1	14,1	11,7	9,1
MARYMOUNT COLL OF VA		V	III	--	--	8	10	3	5	8	13	----	----	11,1	9,0
NORFOLK STATE COLLEGE			II	6	7	7	7	52	62	67	67	16,5	13,2	11,4	9,4
NORTHERN VA CMTY COLL			III	8	8	9	10	7	40	92	95	14,8	13,3	11,0	8,7
OLD DOMINION UNIVERSITY			II	8	8	8	10	85	100	144	76	15,6	13,0	11,0	8,3
RADFORD COLLEGE			II	8	8	9	10	47	52	93	53	14,9	12,6	10,5	8,7
RANDOLPH-MACON COLLEGE		V	II	9	9	9	--	22	9	20	5	13,9	12,0	10,4	----
RANDOLPH-MACON WOM COLL		V	II	5	5	6	4	24	15	25	9	17,7	14,1	11,7	10,1
ROANOKE COLLEGE		V	II	6	9	6	6	14	16	33	6	16,6	12,4	11,6	9,7
STRATFORD COLLEGE		V	II	9	8	9	10	8	8	12	3	14,0	12,4	10,5	7,9
SWEET BRIAR COLLEGE		V	II	6	6	7	7	24	11	15	15	16,9	13,9	11,4	9,4
UNIVERSITY OF RICHMOND		V	II	5	5	4	5	38	55	37	41	17,7	14,1	12,3	10,0
UNIVERSITY OF VIRGINIA		V	I	2	4	4	--	176	153	237	5	25,0	17,0	13,6	----
U VA GEORGE MASON COLLEGE		V	II	5	7	6	8	10	19	60	25	17,1	13,4	11,6	9,2
U VA MARY WASHINGTON COLL		V	II	8	8	9	7	38	34	46	25	15,1	12,7	10,7	9,4
VA COMMONWEALTH UNIV			II	3	4	4	6	88	107	295	177	19,7	14,8	12,5	9,7
VIRGINIA MILITARY INST		V	II	7	6	6	7	33	10	37	15	16,2	13,7	11,6	9,3
VIRGINIA POLYTECHNIC INST		V	I	8	8	6	9	235	240	321	93	16,5	13,3	11,2	9,5
VA ST COLL-PETERSBURG			II	8	9	10	9	29	62	70	38	15,7	13,4	10,3	8,7
VA WESTERN CMTY COLLEGE		V	III	--	9	9	9	4	13	40	48	----	12,4	11,0	9,3
WASHINGTON AND LEE UNIV		V	II	2	3	4	4	59	25	28	18	20,7	15,5	12,4	10,2
WASHINGTON															
CENTRAL WASH STATE COLL		V	II	4	5	5	7	63	124	169	8	18,4	14,4	12,2	9,4
EASTERN WASH STATE COLL		V	II	4	4	5	6	63	94	190	26	18,3	14,7	12,2	9,8
FT WRIGHT C HOLY NAMES			II	--	--	--	--	1	1	2	5	----	----	----	----
GONZAGA UNIVERSITY		V	II	7	7	4	5	8	19	43	21	16,0	13,5	12,3	10,0
PACIFIC LUTHERAN UNIV		V	II	7	5	7	8	23	30	64	29	16,0	14,2	11,3	9,0
SEATTLE PACIFIC COLLEGE		V	II	10	10	10	10	32	20	28	13	12,6	10,7	9,3	5,6
SEATTLE UNIVERSITY		V	II	7	7	8	8	22	52	48	8	16,4	13,5	11,0	9,2
SHORELINE CMTY COLLEGE		V	III	5	5	6	5	11	14	35	7	16,8	15,2	12,6	10,8
UNIVERSITY OF PUGET SOUND		V	II	5	5	5	5	35	41	52	13	17,3	14,1	12,0	9,5
UNIVERSITY OF WASHINGTON		V	I	6	8	10	8	559	444	432	15	21,0	15,1	12,3	9,8
WASHINGTON STATE UNIV		V	I	8	9	9	5	176	184	241	8	19,5	14,7	12,4	10,2
WESTERN WASH STATE COLL		V	II	5	5	6	7	115	160	169	14	17,5	14,5	11,8	9,3
WHITMAN COLLEGE		V	II	5	6	8	6	24	20	22	16	17,5	13,7	11,2	9,7
WHITWORTH COLLEGE		V	II	8	9	9	--	19	15	33	5	15,1	12,4	10,4	----
WEST VIRGINIA															
ALDERSON-BROADDUS COLL		V	II	10	10	10	10	6	9	28	11	12,5	10,5	9,3	8,0
BETHANY COLLEGE		V	II	7	5	5	3	10	12	23	15	16,0	14,1	12,1	10,3
BLUEFIELD STATE COLLEGE		V	II	--	8	9	6	5	17	29	14	----	12,7	10,6	9,7
CONCORD COLLEGE		V	II	7	9	9	9	16	21	37	26	16,3	12,4	10,4	8,9
DAVIS & ELKINS COLLEGE		V	II	8	9	9	9	15	17	19	11	15,2	12,3	10,5	8,8
FAIRMONT STATE COLLEGE		V	II	7	8	9	8	18	34	60	41	16,2	13,0	10,7	9,2
GLENVILLE STATE COLLEGE		V	II	8	9	9	10	7	15	22	41	15,7	12,0	10,4	8,6
MARSHALL UNIVERSITY		V	II	7	7	8	9	58	78	131	85	16,3	13,4	11,0	9,0
MORRIS HARVEY COLLEGE			II	10	10	10	9	20	13	37	16	13,1	10,7	9,7	8,8
POTOMAC STATE COLLEGE		V	III	9	10	10	10	9	15	10	7	13,7	11,2	9,8	8,8
SALEM COLLEGE		V	II	10	10	10	10	12	17	28	13	12,2	10,4	9,2	7,8
SHEPHERD COLLEGE		V	II	8	10	9	10	9	13	38	17	14,8	11,7	10,4	8,6
WEST LIBERTY STATE COLL		V	II	8	9	10	9	19	44	65	52	14,9	11,9	10,0	8,9
W VA INST OF TECHNOLOGY		V	II	7	8	9	9	16	27	49	52	16,1	12,9	10,6	8,8
WEST VIRGINIA ST COLL		V	II	6	7	8	7	23	40	56	28	16,5	13,5	11,0	9,3

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HI	MDN	LO	
8.2	9.6	10.2	11.0	7.6	9.5	8.6	8.2					13,5	11,3	9,8	524
14.6	15.1	13.8	11.1									12,7	10,8	9,9	623
----	12.8	11.3	11.6	----	5.8	5.0	4.2	----				10,8	9,3	8,7	526
9.1	9.7	10.4	11.2	5.0	3.9	4.5	5.8	13,5	11,1	8,9	7,8	12,6	10,4	8,8	544
8.8	9.6	10.4	11.3	4.4	4.8	5.2	4.6					13,5	11,0	10,5	616
4.1	4.9	5.9	6.4	8.8	6.2	6.2	6.9					11,4	9,8	9,2	531
8.7	9.2	9.8	10.8	7.3	8.0	8.7	9.1					15,4	13,0	10,7	853
18.2	17.8	18.0	23.4	5.8	6.4	7.0	7.5					13,3	12,0	10,2	936
8.9	9.7	10.5	11.7	4.9	6.1	6.8	7.4					16,1	13,6	11,2	617
9.0	8.7	7.7	7.3	2.0	5.0	6.5	5.0	9,5	8,5	8,0	7,0				
7.6	8.6	9.1	10.0	6.1	6.5	17.2	13.1	13,0	11,0	10,0	9,0	18,5	14,5	12,0	694
8.8	9.5	10.9	11.4	5.9	6.9	6.8	5.2					14,2	11,4	9,8	502
9.0	9.6	10.7	11.1	3.9	4.9	5.4	5.0					14,1	11,7	9,9	470
9.1	9.6	10.2	11.1	5.7	6.0	6.1	6.8					13,0	11,5	9,5	547
----	9.4	9.9	10.3	----	2.4		8.4	----	9,0	8,0	7,0	11,4	9,4	8,4	1,006
9.4	10.6	11.4	12.4	7.6	7.9	8.3	9.3					14,4	13,4	11,1	648
9.0	9.8	10.6	12.0									14,5	12,5	10,7	764
----	7.8	7.1	7.0	----	10.2	9.9	13.7	----	10,3	8,8*	7,5*	10,7	9,5	8,5	470
19.7	20.8	20.1	17.9	9.5	9.6	9.9	10.2					11,1	9,5	8,5	762
17.4	20.6	20.4	20.0									11,4	10,1	9,3	921
----	20.9	21.5	22.0	----	9.3	9.3	8.5	----	9,0	8,0	7,0	11,1	10,4	9,3	747
12.5	12.4	8.9	7.5	7.1	9.8	11.9	9.5	12,5	11,0	9,5	8,0	14,5	12,5	10,4	964
8.2	8.3	8.2	7.2	5.1	5.7	7.1	7.5					12,5	11,5	10,0	1,043
10.1	10.9	9.4	8.3	9.1	7.9	8.3	7.6	11,5	10,0	9,0*	7,5	13,0	11,0	9,7	820
12.5	13.4	14.0	11.0	9.1	10.5	10.9	9.7					14,7	12,2	10,2	1,028
17.0	17.4	18.2	----	9.8	8.2	5.3	----				----	13,2	12,1	10,2	1,091
----	12.1	12.2	12.4	----	9.6	7.9	6.6	----				9,2	8,4	7,4	481
	----	13.8	14.5		----	8.1	11.0		----	8,8	7,0	10,2	9,7	8,5	824
----	----	8.4	9.0	----	----	7.5	7.5	----	----	8,8	7,0	9,5	8,3	7,3	416
3.1	3.9	4.6	5.5	8.6	8.1	8.2	9.4	9,0	7,0	6,0	5,0	14,1	12,1	10,4	879
----	4.2	4.8	5.2	----	16.2	10.3	11.3	----	10,5	9,9	8,0*	10,5	9,8	8,9	619
----		5.1	5.9	----		6.8	9.1	----		8,8	7,0	10,1	9,0	8,1	530
9.5	11.4	12.3	9.7	10.8	9.7	11.4	11.1	7,4	6,8	6,1	5,8	7,9	7,2	7,0	574
15.9	14.9	15.9	----	5.0	5.0	5.2	----	10,0	8,5	7,0	----	12,9	9,5	8,8	711
13.0	10.7	9.6	----	5.6	6.7	6.7	----				----	13,4	11,7	10,6	904
8.2	9.2	9.9	10.8	12.6	9.1	9.1	7.1	11,5	10,0	8,0	6,5	12,3	10,3	8,8	831
11.4	10.3	11.7	12.5	6.9	12.8	7.3	6.8					14,6	12,0	10,5	1,020
	----	9.1	8.8		----	5.9	8.4		----	8,8	7,0	9,6	8,7	7,8	457
4.1	5.1	6.0	7.0	8.4	9.0	8.5	10.4	12,0	10,0	8,5	8,0	12,3	10,9	9,6	790
12.0	11.8	11.7	9.4	7.0	3.9	5.0	6.9	11,5	9,8	8,5	7,2	12,0	10,1	9,1	719
3.4	4.2	4.9	5.5	5.7	6.7	4.5	4.3	13,2	10,9	9,1	8,2	12,9	10,9	10,3	716
11.6	12.4	12.7	7.9	4.3	4.5	5.5	6.1					14,5	12,0	10,0	1,071
----	----	9.3	6.1	----	----	7.0	6.6	----	----	8,3	6,6	10,1	8,7	8,2	737
3.2	4.0	4.6	5.4	8.2	7.5	6.8	5.3	13,5	10,7	8,8	7,4	13,5	11,5	9,7	754
3.5	3.6	4.5	5.3	7.9	17.8	22.5	15.0	12,3	10,5	8,9	7,0	11,4	9,8	8,8	842
3.3	4.0	4.6	5.3	5.3	5.6	5.3	4.9					13,3	11,3	9,2	662
3.3	3.9	4.6	5.3	8.5	10.1	8.6	9.6	12,3	10,9	8,9	7,7*	12,6	10,4	9,8	724
9.8	9.2	9.0	----	5.2	5.4	4.9	----				----	12,5	10,7	9,5	831
17.9	17.2	18.2	19.1	4.0	3.7	3.6	4.5	12,1	11,1	8,6	7,3	13,5	11,4	9,5	1,388
8.7	10.0	9.6	9.1	6.8	6.8	6.6	5.9					13,1	10,9	9,5	756
9.9	9.7	10.4	7.5	2.3	12.4	6.0	4.2	9,0	8,1	6,8	6,0	11,9	10,1	7,3	751
14.6	17.8	15.2	13.7	6.6	6.2	7.0	5.9	12,2	10,8	9,0	7,0	14,0	11,6	9,3	1,217
12.6	13.2	11.6	10.7	9.5	10.6	11.4	8.6					14,0	11,4	10,0	823
12.6	13.3	12.8	----	8.6	7.3	8.2	----	15,0*	12,0*	10,5*	----	14,3	14,3	12,9	1,076
12.2	11.1	10.1	8.4	3.1	5.7	6.5	4.5	12,0	10,5	8,8	7,2	12,0	10,4	9,7	635
6.4	7.2	7.9	8.4	3.6	4.4	4.9	5.5	13,1	11,1	9,3	8,1	13,5	11,1	9,5	824
5.7	6.6	7.0	7.9	9.3	10.7	10.7	10.7					13,7	11,5	9,9	774
8.0	8.7	5.6	5.5	4.3	6.2	7.3	3.8					14,3	13,9	11,4	1,094
6.2	6.9	7.5	8.9	6.3	6.4	7.2	6.0					16,0	13,6	11,5	1,103
3.4	4.2	5.1	5.5	4.6	5.1	5.7	4.8	12,9	10,2	8,4	7,4	12,2	10,2	9,2	863
----	8.1	8.7	9.2	----	7.8	10.3	10.5	----	10,5	8,8	7,9	10,8	9,3	8,4	536
14.7	14.6	13.5	9.8	4.9	5.7	5.1	5.9					17,3	13,4	11,0	1,424
10.2	11.0	11.7	12.5	5.5	6.4	6.5	11.2	14,0	11,2	8,7	7,5	13,8	11,7	11,5	729
10.3	10.5	9.3	10.4	10.8	10.8	9.8	11.5	14,0	11,5	9,0	7,5	14,0	12,0	10,1	754
----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	------
8.9	10.9	11.0	12.3	9.2	5.7	13.0	10.6					12,5	10,6	9,5	471
15.5	15.3	12.4	9.2	11.0	7.0	8.1	8.2	12,0	9,3	8,5	7,2	12,0	10,8	9,8	579
10.5	10.9	10.5	7.6	7.3	6.9	9.6	9.2	10,2	8,7	7,7	7,0*	11,2	9,5	8,1	529
9.5	10.4	11.4	12.3	7.5	7.4	7.3	10.7	12,0	10,0	8,0	7,0	13,2	11,2	9,5	579
8.0	12.2	9.6	9.4	6.6	7.6	9.1	10.5					13,2	11,8	10,4	415
15.7	16.0	15.8	15.7	11.6	11.7	10.5	16.5					14,7	12,8	11,1	714
10.3	11.0	11.4	11.9									17,2	13,1	11,6	842
9.0	9.0	9.2	9.2	3.8	5.0	5.4	4.9					15,4	13,0	11,0	837
9.8	10.2	8.6	6.2	3.8	3.7	4.9	6.8	14,2	11,5	9,2	7,9	14,2	11,9	10,6	717
10.3	10.3	7.8	5.7	8.3	10.3	12.1	8.4					14,1	11,5	9,7	994
10.9	10.0	7.8	----	11.7	12.0	8.9	----	12,0	10,5*	8,0	----	12,7	10,1	9,4	838
15.6	16.6	17.3	17.4	11.0	7.1	7.0	11.3					9,3	8,4	7,7	507
16.4	14.9	11.0	11.6									12,6	11,3	9,3	706
----	11.0	11.0	10.9	----	7.2	9.0	8.7	----				11,7	9,7	9,7	657
8.0	7.9	7.4	6.1	6.4	5.2	4.5	4.8	12,0	10,0	8,4	7,2	11,5	10,0	8,9	549
15.7	16.4	16.4	14.8	3.4	6.0	6.5	8.7	10,3	8,5	7,5	6,5	11,6	9,8	8,9	922
7.0	5.9	5.6	5.2	8.1	5.4	6.2	5.0					11,2	9,7	8,6	507
8.0	7.8	7.3	6.1	4.8	4.6	4.5	5.9					10,4	9,2	8,1	536
7.3	7.1	6.2	5.9	6.5	6.0	6.2	6.6					13,1	10,7	9,2	847
4.4	5.1	5.7	6.2	6.2	10.0	9.2	6.7					10,9	9,6	8,7	374
8.1	7.9	5.0	5.6	4.5	4.5	5.2	4.2					10,9	10,0	8,9	630
8.6	9.3	9.4	7.9	3.5	4.6	6.3	7.1					9,5	8,4	8,0	507
7.7	6.7	6.3	5.4	5.0	4.7	5.0	5.0	10,0	9,0	7,5	6,5	10,4	9,8	8,4	473
7.8	6.8	6.3	5.4	5.0	6.5	6.6	5.6	12,0*	9,2*	7,8	7,2	11,2	9,5	8,7	534
8.3	7.4	7.0	5.8	5.2	5.4	5.5	5.6					12,0	9,8	8,6	669
8.1	8.1	7.9	6.2	3.2	3.4	4.4	4.3					13,9	10,8	9,5	628

NAME OF INSTITUTION	(1) (2) NOTES RET.	(3) INST. CATEGORY	(4) RATING OF AVERAGE COMPENSATION BY RANK PROF	ASSO	ASST	INSTR	(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK PROF	ASSO	ASST	INSTR	(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED) PROF	ASSO	ASST	INSTR
WEST VIRGINIA (CONTINUED)														
WEST VIRGINIA UNIVERSITY	V	I	9	8	7	10	173	151	259	110	18,4	15,2	12,8	9,2
W VA U-PARKERSBURG CTR	V	III			10	10			11	17			10,0	9,0
W VA WESLEYAN COLLEGE	V	II	9	9	8	6	21	26	40	10	13,9	12,2	10,9	9,7
WHEELING COLLEGE	V	II	--	8	9	8	4	10	26	10	----	12,8	10,6	9,0
WISCONSIN														
ALVERNO COLLEGE	V	II	10	10	10	9	9	15	19	27	13,0	11,3	9,9	8,9
BELOIT COLLEGE	V	II	3	5	6	3	32	34	51	10	19,3	14,1	11,8	10,4
CARROLL COLLEGE		II	3	7	5	3	19	12	50	7	19,0	13,4	11,9	10,3
CARTHAGE COLLEGE	V	II	7	8	7	6	22	18	28	16	16,0	13,0	11,2	9,7
EDGEWOOD COLLEGE	V	II		10	--	--		7	8	5		10,4	----	----
LAKELAND COLLEGE	V	II	--	--	5	8	3	3	12	12	----	----	11,9	9,2
LAWRENCE UNIVERSITY	V	II	3	3	2	1	29	35	39	19	19,6	15,7	13,1	11,0
MARQUETTE UNIVERSITY	V	I	8	7	7	5	79	81	128	44	19,3	15,5	12,9	10,2
MOUNT SENARIO COLLEGE	V	II		--	--	--		3	4	5		----	----	----
NORTHLAND COLLEGE	V	II	--	9	9	9	3	10	19	9	----	11,9	10,4	9,0
RIPON COLLEGE	V	II	2	6	8	6	23	20	18	15	20,2	13,7	11,0	9,8
ST NORBERT COLLEGE	V	II	7	5	4	2	10	28	33	10	16,4	14,2	12,4	10,7
STOUT STATE UNIVERSITY	V	II	7	7	6	5	53	57	69	86	16,3	13,5	11,8	9,9
STOUT ST UNIV BARRON CO C	V	III	--	--	7	4	1	2	12	15	----	----	11,8	12,1
U OF WISCONSIN-ENTIRE	V	I	6	7	7	4	815	557	967	299	21,3	15,6	13,0	10,8
VITERBO COLLEGE	V	II		--	9	6		5	9	9		----	10,3	9,5
WIS ST UNIV-EAU CLAIRE	V	II	5	4	4	4	64	73	130	124	17,3	14,6	12,3	10,2
WIS ST UNIV-LA CROSSE	V	II	6	5	5	3	62	58	95	97	16,8	14,3	12,1	10,4
WIS ST UNIV-OSHKOSH	V	II	5	5	3	3	64	112	167	142	17,3	14,6	12,8	10,5
WIS ST UNIV PLATTEVILLE	V	II	6	5	4	3	49	57	102	54	16,6	14,3	12,2	10,4
WIS ST UNIV-RICHLAND CTR	V	III		--	8	8		3	10	11		----	11,5	9,6
WIS ST UNIV-RIVER FALLS	V	II	5	5	5	3	44	51	70	55	17,4	14,4	12,2	10,4
WIS ST UNIV-STEVENS POINT	V	II	5	6	6	6	62	97	130	113	16,9	13,6	11,7	9,7
WIS ST UNIV-SUPERIOR	V	II	4	4	5	4	36	28	65	49	18,2	14,8	12,2	10,2
WIS ST UNIV-WHITEWATER	V	II	6	5	4	2	87	97	137	133	16,8	14,5	12,4	10,9
WYOMING														
UNIVERSITY OF WYOMING	V	I	10	10	9	6	146	129	181	85	17,8	14,5	12,4	10,2
PUERTO RICO														
CATHOLIC U OF PUERTO RICO		II	7	10	10	10	6	15	42	49	16,1	11,4	10,1	8,4
INTER AMER U PUERTO RICO	V	II	7	9	10	10	22	44	88	51	16,2	11,8	9,4	7,5
GUAM														
UNIVERSITY OF GUAM	V	II	9	6	6	6	14	26	64	31	14,4	13,7	11,7	9,7
LEBANON														
AMERICAN UNIV OF BEIRUT	V	II	5	7	8	10	45	67	81	24	17,3	13,2	11,2	8,4
VIRGIN ISLANDS														
COLL OF VIRGIN ISLANDS	V	II	--	2	1	1	3	13	33	6	----	16,4	14,5	12,1

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HQ	MDN	LQ	
9.0	9.5	10.2	11.2									15,1	12,7	10,1	670
		8.1	7.3			9.0	6.0					8,8	8,2	7,4	231
12.1	13.1	13.8	14.(	6.8	7.5	7.5	6.3					11,6	10,1	9,0	659
----	9.3	8.4	7.6	----	7.6	7.8	7.6	----	10,0	8,0	7,0	11,2	7,9	9,0	759
1.3	1.2	2.6	4.3					12,3	10,0*	8,0	7,3	10,8	9,3	8,6	1,045
16.9	14.2	10.7	7.6	5.7	6.9	7.5	5.4	14,0	11,0	9,5	8,0	14,0	11,8	10,5	1,042
11.2	15.2	14.3	12.8	5.3	6.5	6.7	5.4					12,5	10,8	10,0	975
12.9	14.4	15.5	16.6	6.2	11.1	10.7	16.3	12,0	10,0	9,0*	7,5*	12,6	10,5	9,2	847
	9.2	----	----		8.0	----	----			----	----				109
----	----	9.4	7.5	----	----	5.8	7.4	----	----	10,0*	8,0	11,7	10,0	8,5	579
14.5	14.4	14.5	9.5	7.6	7.9	7.8	7.4					15,0	12,6	11,0	1,367
10.0	11.2	12.5	14.3	6.8	6.3	7.1	6.1					15,4	12,7	10,8	
	----	----	----		----	----	----		----	----	----	10,3	9,3	8,1	610
----	9.3	9.9	8.6	----	9.4	8.8	8.2	----				10,5	9,6	8,8	716
10.0	10.6	8.7	7.9	6.0	7.4	8.2	7.4					16,4	11,4	9,9	1,074
14.6	14.3	13.9	11.3	9.0	10.4	7.0	11.3					13,0	11,4	10,5	661
10.3	11.0	11.8	11.3	6.5	6.0	4.7	5.8					12,7	10,5	9,2	527
----	----	13.9	74.3	----	----	7.2	6.8	----	----			10,5	10,2	9,6	682
9.7	10.6	11.2	12.0	5.0	6.7	6.3	5.4	15,8*	12,5*	10,1*	8,0*	16,4	13,0	11,1	726
	----	7.5	9.2		----	9.0	8.4		----			10,0	9,2	8,1	571
9.8	10.3	10.7	11.4	6.6	7.4	7.9	6.6					13,3	11,3	9,7	649
10.2	10.6	11.5	12.0	7.6	7.3	5.2	5.9					13,9	11,4	10,0	556
10.0	10.6	11.1	11.5	9.3	7.0	6.5	5.8					13,3	11,8	10,3	619
10.7	11.2	11.9	12.8	6.7	6.6	6.0	5.7					13,4	11,8	10,0	770
	----	13.4	14.8		----	5.3	5.1		----			10,5	9,9	9,8	741
11.2	11.7	12.1	13.0	6.1	6.1	8.3	6.9					13,5	11,5	10,0	761
7.5	8.3	8.9	9.6	5.9	6.3	6.5	5.9	12,8*	10,8	8,9*	7,4	12,7	10,8	9,5	608
9.4	10.3	11.5	12.6	6.7	6.7	6.1	5.8					13,7	11,5	9,5	863
10.3	10.8	11.4	12.1	6.6	7.2	6.2	5.3					13,5	11,6	10,1	520
5.9	7.2	8.6	10.2	6.2	8.4	8.7	8.4					15,0	12,6	10,9	775
5.7	8.4	9.1	9.8	19.9	8.9	12.0	18.3					10,3	8,5	7,4	237
20.7	22.8	25.8	25.7	9.0	13.9	15.9	17.9	10,7	7,8	6,1	4,3	10,0	8,5	7,3	292
5.3	5.9	5.2	3.0	14.5	15.9	25.4	30.9					12,9	11,5	9,9	960
29.8	27.4	27.2	30.1	5.1	4.3	4.6	4.2					11,4	9,6	8,3	425
----	29.9	35.1	43.0	----	20.9	26.6	24.6	----	11,3	9,8	7,9	11,8	11,3	10,0	1,066

APPENDIX II

DATA FOR PRECLINICAL DEPARTMENTS OF MEDICAL SCHOOLS

Data in Columns in this table have the same definitions as the comparable Columns of Appendix I, except no data are given under Columns 3 and 4.

NAME OF INSTITUTION	(1) (2) NOTES	(3) RET.	(4)	(5) NUMBER OF FULL-TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
				PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
EMORY UNIVERSITY			--	13	11	16	4	23,7	17,2	13,9	----
GEORGETOWN UNIV				10	8	13	10	26,6	17,6	16,1	12,4
HARVARD UNIVERSITY	PNA										
JOHNS HOPKINS UNIV				15	19	18	6	30,0	19,7	14,5	10,2
MED COLL OF GEORGIA				22	21	21	19	20,0	16,5	13,9	11,1
TUFTS UNIVERSITY				21	22	30	6	27,4	19,1	16,9	12,8
TULANE UNIVERSITY			--	14	14	15	2	22,7	16,3	14,6	----
UNIV OF ALABAMA				30	15	22	6	24,0	18,4	16,8	13,1
UNIV OF CALIFORNIA				141	75	127	23	24,6	16,8	13,1	9,6
UNIV OF FLORIDA				29	26	33	9	18,1	16,4	14,7	12,1
UNIV OF ILLINOIS	PNA										
UNIV OF IOWA			--	26	20	12	1	22,2	17,2	13,5	----
UNIV OF MICHIGAN				36	31	18	7	25,3	19,9	15,3	13,1
UNIV OF N. CAROLINA				37	25	31	12	23,8	19,5	14,4	9,2
UNIV OF N. DAKOTA		--		11	5	8		19,2	----	12,7	
UNIV OF PITTSBURGH			--	13	9	25	5	26,6	17,6	14,6	----
UNIV OF S. DAKOTA		--	--	8	5	15	1	18,6	----	12,9	----
UNIV OF TENN				84	81	110	65	22,4	17,7	14,7	10,1
UNIV OF VERMONT			--	16	21	27	1	23,6	18,4	15,2	----
UNIV OF VIRGINA			--	13	11	12	2	25,8	18,0	14,4	----
UNIV OF WISCONSIN				17	9	9		22,3	17,2	13,6	
WAYNE ST. UNIV			--	14	6	19	3	23,2	16,9	13,6	----

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY				(8) ACTUAL PERCENTAGE INCREASE IN SALARY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HQ	MDN	LQ	
10.8	11.7	12.4	----	9.0	17.5	20.7	----				----	18,5	14,5	12,0	1,573
7.6	8.3	7.5	8.8	9.2	10.7	7.0	11.0					20,5	16,4	11,5	1,900
18.6	17.6	8.9	9.4	5.5	9.2	8.3	6.9					21,3	15,5	13,1	3,564
2.9	3.5	4.2	5.3									21,3	17,3	15,3	
15.7	16.0	11.8	10.8	9.1	5.5	8.2	2.9					21,1	16,8	13,1	3,446
14.9	16.0	16.5	----	5.3	6.5	9.0	----				----	15,9	11,4	11,1	
4.0	4.4	5.0	6.3	3.6	10.9	9.1	9.5					22,5	17,5	15,1	2,194
11.9	12.2	12.4	12.8					16,1*	13,1*	10,2	8,8*	19,8	14,4	11,3	4,791
2.7	2.9	3.3	4.0									17,6	16,2	12,9	
13.8	14.3	14.8	----				----				----	19,0	15,5	12,5	
14.9	15.8	16.9	18.0									20,6	17,4	13,8	
2.0	2.5	3.4	4.7	7.2	13.2	6.7	10.6					22,3	17,4	13,9	3,998
7.7	----	8.3		5.0	----	8.6			----			16,5	14,8	12,3	1,258
11.3	11.9	13.7	----	8.0	8.9	6.7	----				----	18,0	13,0	12,0	2,455
6.1	----	7.9	----	8.4	----	6.8	----		----		----	17,2	12,3	10,6	1,563
8.0	8.5	9.1	10.1	6.7	9.3	8.1	10.2					19,9	14,7	10,9	3,289
12.2	13.2	13.2	----	9.8	7.5	10.5	----				----	18,0	15,3	13,1	4,514
12.6	13.4	13.0	----	6.3	8.5	8.6	----	15,0	12,0*	10,5*	----	20,0	16,5	11,0	2,080
9.6	10.3	11.0		4.2	4.3	8.0		15,2	12,5*	10,1*		20,5	17,3	12,1	1,549
13.5	15.7	11.9	----	6.5	9.6	7.6	----	12,9	10,5	8,1	----	17,5	13,8	11,8	

APPENDIX III

DATA FOR INSTITUTIONS NOT HAVING ACADEMIC RANK

Data in Columns in this table have the same definitions as the comparable columns of Appendix I.

NAME OF INSTITUTION	(1) (2) NOTES BET.	(3)	(4)	(5) NUMBER OF FULL-TIME FACULTY MEMBERS	(6) AVERAGE COMPENSATION FULL-TIME FACULTY (NEAREST HUNDRED)
ALABAMA					
GADSDEN ST JUNIOR COLL				95	9,5
JEFFERSON STATE JR COLL				171	9,7
SNEAD STATE JR COLLEGE	V			27	10,0
ARIZONA					
ARIZONA WESTERN COLLEGE	V			75	12,1
COCHISE COLLEGE	V			65	11,3
GLENDALE CMTY COLLEGE	V			135	14,1
MARICOPA TECHNICAL COLL	V			45	11,6
MESA CMTY COLLEGE	V			128	13,7
PHEONIX COLLEGE	V			172	15,1
SCOTTSDALE CMTY COLLEGE	V			19	13,0
CALIFORNIA					
ANTELOPE VAL JT JR COLL	V			63	13,5
CALIF INST OF THE ARTS	V			134	15,5
CERRITOS JR COLL DIST	V			205	15,1
COLLEGE OF MARIN	V			133	14,8
COLLEGE OF THE REDWOODS	V			71	13,5
COLUMBIA JUNIOR COLLEGE	V			18	14,2
CONTRA COSTA COLLEGE	V			124	14,6
DIABLO VALLEY COLLEGE	V			251	14,0
EAST LOS ANGELES COLLEGE	V			181	14,8
EL CAMINO COLLEGE	V			317	15,8
GOLDEN WEST COLLEGE	V			134	14,7
GROSSMONT CMTY COLLEGE	V			180	15,0
LASSEN CMTY COLL DISTRICT	V			22	14,6
LONG BEACH CITY COLL	V			268	15,2
LOS ANGELES CITY COLLEGE	V			294	16,4
LOS ANGELES HARBOR COLL	V			167	14,4
LOS ANGELES PIERCE COLL	V			281	15,4
LOS ANGELES SOUTHWEST C	V			67	14,0
LOS ANGELES TRADE-TECH C	V			248	15,4
LOS ANGELES VALLEY COLL	V			273	15,3
LOS RIOS JUNIOR COLL DIST	V			559	15,3
MODESTO JUNIOR COLLEGE	V			186	15,3
MONTEREY PENINSULA COLL	V			92	16,1
PACIFIC OAKS COLLEGE	V			8	9,2
PALOMAR COLLEGE	V			98	15,0
PASADENA CITY COLLEGE	V			285	16,1
SAN DIEGO CITY COLLEGE	V			145	14,9
SAN DIEGO MESA COLLEGE	V			220	15,6
SAN FRANCISCO ART INST				13	9,8
S FRANCISCO CONSV MUSIC				6	8,7
SAN JOAQUIN DELTA JR COLL	V			181	15,7
SANTA ANA COLLEGE	V			132	13,8
SHASTA COLLEGE	V			106	13,7
VENTURA COLLEGE	V			155	15,1
VICTOR VALLEY COLLEGE	V			39	13,7
WEST LOS ANGELES COLL	V			67	13,8
YUBA COLLEGE	V			74	14,9
COLORADO					
ARAPAHOE CMTY COLLEGE	V			55	11,8
MESA COLLEGE	V			104	11,3
OTERO JUNIOR COLLEGE	V			48	10,6
FLORIDA					
BROWARD CMTY COLLEGE				212	12,1
CENTRAL FLORIDA JR COLL				60	8,8
CHIPOLA JUNIOR COLLEGE				88	9,5
MANATEE JUNIOR COLLEGE				64	12,3
OKALOOSA-WALTON JR. COLL				69	9,3
ST JOHNS RIVER JR COLLEGE				41	9,4
ST PETERSBURG JUNIOR COLL				317	12,0
TALLAHASSEE CMTY COLL	V			56	11,1
HAWAII					
HAWAII CMTY COLLEGE	V			34	15,6
HONOLULU CMTY COLLEGE	V			77	14,8
KAPIOLANI CMTY COLLEGE	V			67	15,2
KAUAI CMTY COLLEGE	V			21	14,4
LEEWARD CMTY COLLEGE	V			105	13,2
MAUI CMTY COLLEGE				45	14,8
ILLINOIS					
BELLEVILLE AREA COLLEGE	V			98	13,8
BLACKBURN COLLEGE	V			35	12,2
CENTRAL YMCA CMTY COLL				71	10,2
COLLEGE OF DU PAGE	V			195	15,3
DANVILLE JUNIOR COLLEGE	V			75	11,8
ILL VALLEY COMM COLL				87	13,2
NATIONAL COLL OF EDUC	V			40	12,3
PRAIRIE STATE COLL	V			86	15,1
REND LAKE COLLEGE	V			47	12,9
ROCK VALLEY COLLEGE	V			100	13,2
SHIMER COLLEGE	V			21	11,4
THORNTON COMM COLL	V			130	15,4
TRITON COLLEGE	V			177	12,5
IOWA					
OTTUMWA HEIGHTS COLL				8	8,3
KANSAS					
COFFEYVILLE CMTY JR COLL				32	10,0
DONNELLY COLLEGE				12	8,4
HUTCHINSON CMTY JR COLL				92	10,4
PRATT CMTY JR COLLEGE				28	9,9
MAINE					
BICKER COLLEGE	V			44	9,9
WESTBROOK COLLEGE	V			37	10,4

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY	(8) ACTUAL PERCENTAGE INCREASE IN SALARY	(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)	(10) SALARY DISTRIBUTION			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
			HQ	MQN	LQ	
5.0			9,4	9,1	8,6	[illegible]
4.9	12.2	7,8	9,9	9,3	8,6	[illegible]
9.3			10,2	9,7	8,2	[illegible]
10.5	11.1	7,5	12,3	11,0	9,2	546
12.8	4.0	7,0*	12,0	10,2	8,7	560
9.5	13.8	7,7	14,0	11,0	11,8	550
10.9	13.8	7,7*	12,0	10,0	8,5	620
10.0	12.5	7,7	14,0	12,6	11,0	470
9.5	10.6	7,7	14,9	14,4	13,1	609
11.3			12,4	11,8	10,4	857
4.5	3.6	7,8	14,6	13,2	11,3	371
10.3			16,6	11,4	8,5	2,975
6.0	8.4	7,9	16,0	14,5	13,0	365
6.3	4.5	8,9	15,5	14,0	12,6	385
5.2	9.4	7,5	14,8	12,8	11,2	305
7.8			14,5	13,5	12,0	297
3.9			17,2	16,7	14,8	178
4.0			16,9	15,3	13,5	394
7.3			15,7	14,4	12,2	323
6.0	7.0		16,7	15,4	13,4	436
7.3	10.7	8,3	15,5	14,2	11,8	597
6.7	5.8	8,3	15,7	14,8	12,6	401
4.9	5.6	6,7	14,9	14,7	12,7	493
6.4	11.1	9,0*	15,9	14,7	12,7	295
6.9			16,7	15,7	13,5	353
7.4			15,7	14,8	12,2	369
7.1			16,2	15,3	13,1	387
7.5			14,8	13,1	11,1	446
7.2			15,7	15,3	14,0	334
7.2			16,2	15,3	12,7	353
6.6		9,0	16,2	14,4	12,7	
7.3	7.6	8,3	15,5	14,5	12,5	518
6.4		8,3	16,5	15,5	13,8	373
9.5			----	----	----	------
7.3	6.7	8,2	15,7	14,4	12,8	372
8.0	13.3	7,6	17,1	14,8	13,3	514
6.2			16,5	14,3	12,6	601
5.8			16,5	15,7	12,3	527
5.7	2.9		10,3	9,3	8,7	193
6.4	7.7	6,5	----	----	----	------
7.5	12.4		16,3	14,8	13,3	
5.4	9.8	8,3	14,5	13,3	11,7	320
5.3	7.6	8,0	15,5	12,6	11,3	506
5.6	11.2	8,4	15,8	14,7	12,7	710
4.7	10.3	7,9	14,4	13,0	11,5	
7.6			14,8	12,7	11,1	308
4.8			15,6	14,5	12,6	
12.0	9.1	7,3	10,6	9,6	9,2	294
9.7			11,4	10,5	9,2	496
9.1	9.1	7,0	12,4	9,8	7,8	783
5.7	15.1	8,1	14,5	12,4	11,0	517
	4.9	6,7	9,6	8,7	8,0	429
1.2	11.7		10,5	9,6	9,2	
3.1		8,1	13,1	12,4	11,1	341
1.1	6.6	7,4	10,0	9,2	8,3	448
5.0	5.4		9,8	9,0	8,2	384
.2	5.6	7,3	12,7	12,4	11,3	476
.4	7.0		12,3	11,5	10,5	424
16.9	15.5	7,6	14,8	14,0	12,1	1,056
17.1	15.7	7,6	14,4	12,9	10,2	685
17.0	15.1	7,6	14,8	13,7	10,8	549
17.3	15.3	7,6	14,8	12,1	10,8	658
17.8	15.1	7,6	12,6	11,2	10,0	381
17.2	14.9	7,6	14,2	13,7	10,4	753
14.3						
10.8	7.8	7,7	12,2	10,9	9,7	725
6.3	12.1	7,6	10,1	9,3	8,9	
9.7	10.1	8,4	15,5	14,2	12,3	513
10.8	14.9	7,9	12,3	10,2	9,4	482
2.4	10.8	8,3*	14,7	12,5	11,1	596
10.7	6.1		12,5	11,0	9,5	678
12.0	8.9	6,5	15,9	13,8	10,9	
14.1	17.4	8,1*	13,0	10,7	9,4	633
9.2	6.7	7,1	13,5	12,5	10,4	517
13.3	1.2		11,5	9,9	9,5	831
13.5	8.9	8,5	15,2	13,9	11,9	850
5.0			13,2	11,9	10,2	347
5.1	18.5	7,0	----	----	----	------
13.4	6.9		9,8	9,0	8,2	489
6.2	8.5	6,5	8,0	7,9	7,5	
4.7	8.5	6,6	12,4	10,8	9,1	432
8.0	12.0	6,8	10,0	9,1	8,6	595
6.9	6.8	6,4	10,0	9,0	8,0	722
12.8	7.5		10,7	9,2	8,0	825

NAME OF INSTITUTION	(1) (2) NOTES RET.	(3)	(4)	(5) NUMBER OF FULL-TIME FACULTY MEMBERS	(6) AVERAGE COMPENSATION FULL-TIME FACULTY (NEAREST HUNDRED)
MARYLAND					
MARYLAND INSTITUTE	V			46	11,5
MONTGOMERY COLLEGE				260	14,7
ST JOHN'S COLLEGE	V			39	13,8
MASSACHUSETTS					
BRADFORD JUNIOR COLLEGE	V			33	11,9
DEAN ACAD AND JR COLL				55	10,9
NEW ENGLAND CONSERV MUSIC				63	10,3
MICHIGAN					
GENESEE CNTY COLLEGE				202	14,3
GRAND RAPIDS JUNIOR COLL				171	13,9
HENRY FORD CNTY COLLEGE				163	15,1
LAKE MICHIGAN COLLEGE				58	13,3
MONTCALM CNTY COLLEGE				25	11,6
MUSKEGON CNTY COLLEGE	V			108	13,7
ST CLAIR COUNTY CNTY COLL	V			81	14,7
SCHOOLCRAFT COLLEGE				139	14,6
SIENA HEIGHTS COLLEGE				6	8,5
MINNESOTA					
ANOKA RAMSEY ST JR COLL				89	12,8
AUSTIN STATE JR COLLEGE				33	14,4
BRAINERD ST JR COLL				25	11,7
FERGUS FALLS ST JR COLL				27	12,8
HIBBING ST JR COLL				34	11,9
INVER HILLS ST JR COLL				16	11,6
ITASCA ST JR COLL				27	13,2
LAKEWOOD ST JR COLL				53	12,5
MESABI ST JR COLL				33	14,5
METROPOLITAN ST JR COLL				47	12,2
NORMANDALE ST JR COLL				91	12,1
NORTH HENNEPIN ST JR COLL				55	12,7
NORTHLAND ST JR COLL				17	12,3
RAINY RIVER ST JR COLL				18	11,9
ROCHESTER ST JR COLL				92	13,6
VERMILION ST JR COLL				15	13,3
WILLMAR ST JR COLL				28	13,5
WORTHINGTON ST JR COLL				33	13,5
MISSISSIPPI					
NW MISSISSIPPI JR COLL				87	8,1
WOOD JUNIOR COLLEGE	V			8	5,5
MISSOURI					
COLUMBIA COLLEGE	V			11	9,9
JEFFERSON COLLEGE				52	9,4
METRO JR COLL DISTRICT				150	12,0
MINERAL AREA COLLEGE				46	9,5
ST MARYS COLL OF O'FALLON				10	9,2
STEPHENS COLLEGE	V			138	11,5
MONTANA					
DAWSON COLLEGE	V			19	10,3
FLATHEAD VALLEY CNTY COLL	V			28	11,7
MILES COMMUNITY COLLEGE	V			22	10,6
NEW HAMPSHIRE					
COLBY JUNIOR COLLEGE	V			52	11,2
NEW JERSEY					
EDWARD WILLIAMS COLLEGE	V			16	12,2
NEW MEXICO					
ST JOHN'S COLLEGE	V			32	12,4
NEW YORK					
SARAH LAWRENCE COLLEGE	V			94	16,2
NORTH CAROLINA					
CHOWAN COLLEGE	V			72	9,8
DAVIDSON CO CMTY COLL				51	8,4
LEES-MCRAE COLLEGE	V			37	9,0
LENOIR CMTY COLLEGE				61	10,5
MONTREAT-ANDERSON COLLEGE	V			30	9,1
SANDHILLS CMTY COLLEGE				68	9,3
SURRY COMMUNITY COLLEGE				31	8,6
WESTERN PIEDMONT CMTY C				47	8,9
NORTH DAKOTA					
BISMARCK JUNIOR COLL	V			48	11,3
N DAK ST SCH OF SCIENCE	V			146	9,6
OKLAHOMA					
OKLA COLL OF LIBERAL ARTS				57	10,3
OKLA MILITARY ACADEMY	V			25	9,8
OREGON					
LANE CMTY COLLEGE				200	12,9
MT HOOD COMM COLL	V			113	11,6
UMPQUA CMTY COLLEGE	V			34	11,0
PENNSYLVANIA					
KEYSTONE JUNIOR COLLEGE	V			41	11,2
OUR LADY OF ANGELS COLL			--	2	----
SOUTH CAROLINA					
MIDLANDS TECH EDUC CTR				59	10,6
SOUTH DAKOTA					
PRESENTATION COLLEGE			--	5	----

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY	(8) ACTUAL PERCENTAGE INCREASE IN SALARY	(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)	(10) SALARY DISTRIBUTION HQ	MDN	LQ	(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
10.0	7.5					
4.7		8,5	16,8	14,5	11,5	586
13.8	9.6	9,6*	13,8	11,5	9,7	1,635
14.4	9.5		12,0	10,0	9,0	1,106
8.9	9.2	5,9	11,3	9,8	8,7	698
6.5	2.5		11,5	9,4	7,9	1,136
7.9	7.1		15,0	14,0	11,5	636
7.1	10.5	8,7	14,1	12,5	10,6	565
7.7	10.4	9,0	15,7	14,6	12,7	460
6.1			13,9	12,8	10,9	486
6.1	6.5		14,9	13,7	10,1	586
7.4	10.1	6,7	14,6	13,4	11,2	548
15.8	8.6	8,4	14,0	13,4	11,6	572
6.1	13.8	8,2	15,2	13,6	12,1	541
12.3						
5.4	11.0	6,9	14,0	11,7	10,6	607
4.8	9.3	6,9	15,9	14,0	11,6	610
5.0	9.4	6,9	15,7	12,8	11,0	580
5.4	10.2	6,9	13,9	12,2	10,5	632
4.6	7.3	6,9	14,9	13,6	11,8	667
5.9			11,4	11,1	9,8	509
6.2	9.1	6,9	13,8	12,2	10,5	626
5.6	11.9	6,9	13,0	11,6	10,8	538
4.7	9.3	6,9	16,0	14,7	12,2	682
5.6	12.2	6,9	12,9	11,4	9,9	556
5.7	11.6	6,9	12,3	11,3	9,6	448
5.4	11.1	6,9	12,8	11,8	11,1	446
5.6	14.5	6,9	12,4	10,9	9,7	618
5.9	12.0	6,9	12,6	11,6	10,8	767
5.0	9.9	6,9	14,4	12,9	11,5	629
5.2	8.5	6,9	15,6	12,8	9,3	730
5.1	10.2	6,9	14,7	12,9	11,3	517
5.1	9.9	6,9	14,7	12,8	11,2	625
5.2	9.2		8,0	7,7	7,0	456
8.6	2.0					
10.2	4.4		9,6	9,7	8,1	602
1.9	6.9	7,3	9,9	9,2	8,3	479
	9.1	8,2*	13,1	11,6	11,0	288
.5	6.1	7,3	10,4	9,3	8,5	36
6.2	4.0					
13.0	5.7		11,3	9,8	8,6	757
13.2	3.3	6,5	10,0	9,1	8,0	582
9.0	8.8	7,6	11,7	10,7	9,5	489
11.5	13.2	7,5	11,5	10,0	8,8	708
14.3	7.7		11,1	9,9	8,8	969
7.7	31.3		14,0	10,5	9,3	508
14.3	19.2	8,6	12,5	11,0	9,8	1,548
15.8	6.9		15,5	14,0	12,3	2,048
14.8	7.6	6,5	9,0	8,5	8,3	480
5.2	5.8		8,4	7,5	7,2	248
11.5	9.4		7,9	7,6	7,3	505
4.5			11,0	10,2	9,0	451
10.2	5.0		8,9	8,2	7,8	744
5.0	10.0		9,2	8,4	7,8	516
7.4						443
4.7	9.1		8,7	7,7	7,4	511
7.0	9.8	7,2	12,0	10,4	9,7	490
9.7	7.4		9,8	9,3	8,5	470
6.3	5.3		10,5	9,8	9,7	737
9.5	15.5	7,2	9,7	9,0	8,4	671
12.7	5.9		12,9	11,0	9,8	439
13.6	7.0	6,7	11,8	10,0	9,0	315
13.6	7.5	7,0	10,7	9,7	8,6	362
12.3	8.3		10,8	9,5	8,8	454
4.7			1,2	9,9	9,1	

NAME OF INSTITUTION	(1) (2) NOTES RET.	(3)	(4)	(5) NUMBER OF FULL-TIME FACULTY MEMBERS	(6) AVERAGE COMPENSATION FULL-TIME FACULTY (NEAREST HUNDRED)
TENNESSEE					
HIWASSEE COLLEGE	V			29	8,8
TEXAS					
ALVIN JUNIOR COLLEGE				42	10,6
BEE COUNTY COLLEGE	V			46	9,2
COLLEGE OF THE MAINLAND				45	10,3
HOWARD CO JUNIOR COLLEGE	V			35	10,2
LEE COLLEGE DISTRICT	V			93	11,4
MCLENNAN CNTY COLLEGE	V			77	9,6
PANOLA COLLEGE				22	9,7
PARIS JUNIOR COLLEGE	V			26	9,2
SOUTH TEXAS JUNIOR COLL				87	8,7
TEXAS SOUTHMOST COLLEGE	V			44	9,9
WHARTON COUNTY JR COLL	V			84	10,6
UTAH					
UTAH TECH COLLEGE	V			67	11,0
VERMONT					
BENNINGTON COLLEGE	V			59	13,5
CHAMPLAIN COLLEGE	PNA				
GODDARD COLLEGE	V			67	11,9
VERMONT COLLEGE	V			37	10,1
VIRGINA					
PRESBY SCH OF CHRIST ED	V			7	11,6
SULLINS COLLEGE	V			31	9,9
WASHINGTON					
BELLEVUE CNTY COLLEGE	V			63	13,1
CENTRALIA COLLEGE				67	12,7
FORT STEILACOOM CNTY COLL	V			32	14,3
GREEN RIVER CNTY COLL	V			100	14,1
HIGHLINE CNTY COLLEGE	V			118	13,3
LOWER COLUMBIA COLLEGE	V			54	13,4
NORTH SEATTLE CNTY COLL	V			71	14,1
PENINSULA COLLEGE				34	12,4
SKAGIT VALLEY COLLEGE				64	12,6
WENATCHEE VAL CNTY COLLL	V			63	13,0
YAKIMA VALLEY COLLEGE	V			132	13,8
WISCONSIN					
ST FRANCIS SEMINARY	V		--	2	----
WYOMING					
CASPER CNTY COLLEGE	V			87	10,7
NORTHWEST CNTY COLLEGE	V			40	10,8

(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY	(8) ACTUAL PERCENTAGE INCREASE IN SALARY	(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)	(10) SALARY DISTRIBUTION			(11) FULL-TIME FACULTY COMP./FULL TIME STUDENT EQUIVALENT
			HQ	MDN	LQ	
10.1	9.4	6,8	8,4	8,1	7,2	424
1.0	13.5	7,8	11,4	10,4	9,4	587
6.0	2,3		9,4	8,7	8,1	529
6.6	16.7		9,7	9,2	8,9	604
12.2	9.4	7,0	9,4	8,8	8,3	446
11.4	3.9	6,9	11,5	10,0	9,0	480
7.3	3.3	6,9	9,6	9,0	8,5	454
4.9	3.4	7,4	10,2	9,3	8,3	353
12.6		6,5	8,6	8,1	7,7	411
8.2	7.0	7,1	6,5	8,1	7,6	240
11.1	14.0	7,7	9,4	9,0	8,4	351
7.6	8.0		11,5	9,9	8,4	485
12.9	14.9	6,7	11,0	9,9	8,4	528
11.2	6.7		13,5	11,8	10,5	1,422
10.8	14.7		11,7	10,9	9,7	703
11.1	14.9	7,5*	10,2	9,4	8,2	926
18.2	5.0		----	----	----	-------
9.5	5.8		9,5	9,0	8,1	910
8.9	9.8	7,4*	14,5	12,5	9,4	452
4.9	7.8	7,6	13,2	12,3	10,9	419
9.5	12.4	8,7	14,5	13,2	12,0	303
9.6	8.1	8,2*	14,4	12,7	11,3	443
9.8			14,1	12,0	10,4	386
9.8	11.8	8,3	13,6	12,5	10,8	499
9.6			14,7	12,6	11,2	
4.4	10.6	8,4	13,1	12,1	10,6	498
5.1	7.2	7,5	13,5	12,2	10,9	462
9.9	9.2	7,0	13,5	12,3	10,1	504
5.5	12.8	7,3*	14,0	13,3	11,4	702
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8.7	4.4	7,0	11,3	10,1	9,0	340
9.4	6.3		10,9	9,7	8,9	510